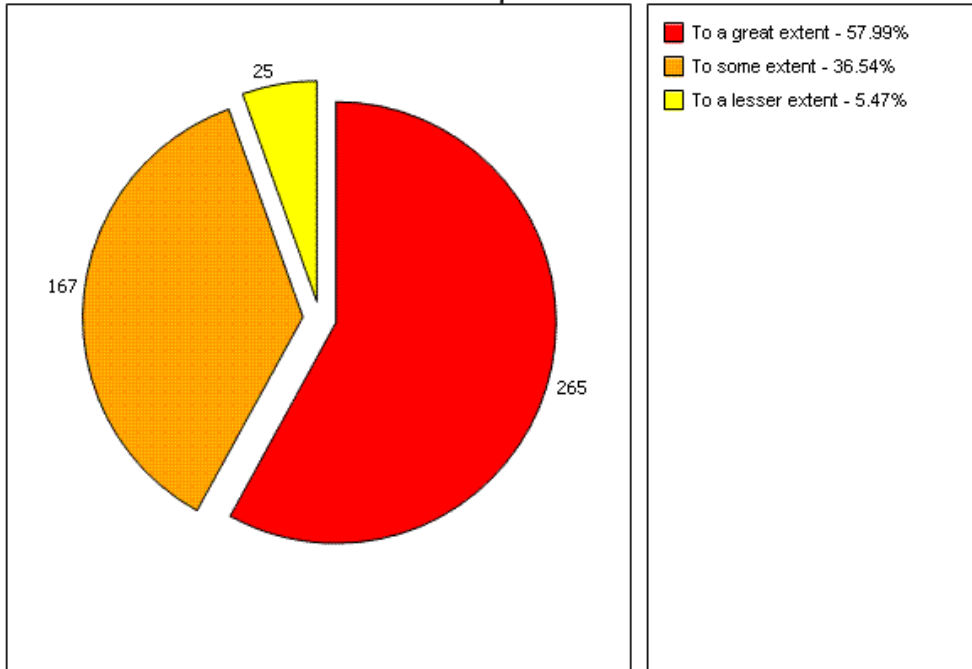




Pathways to Student Success 2008

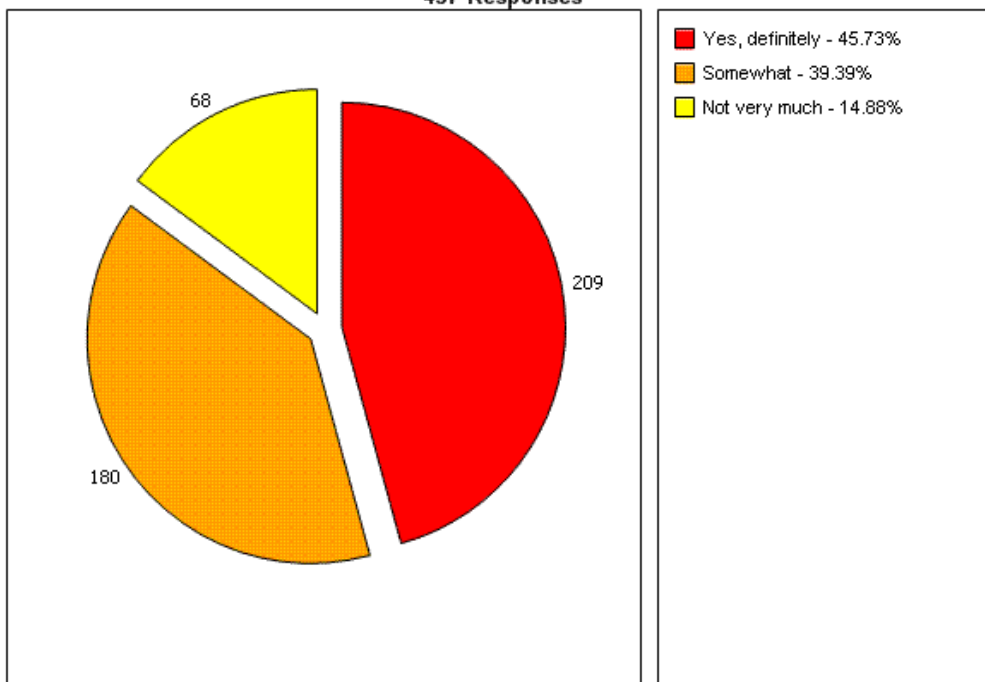
1. To what extent did the facilities, food, refreshments and room set-up contribute to an effective learning environment on Day 1?

457 Responses



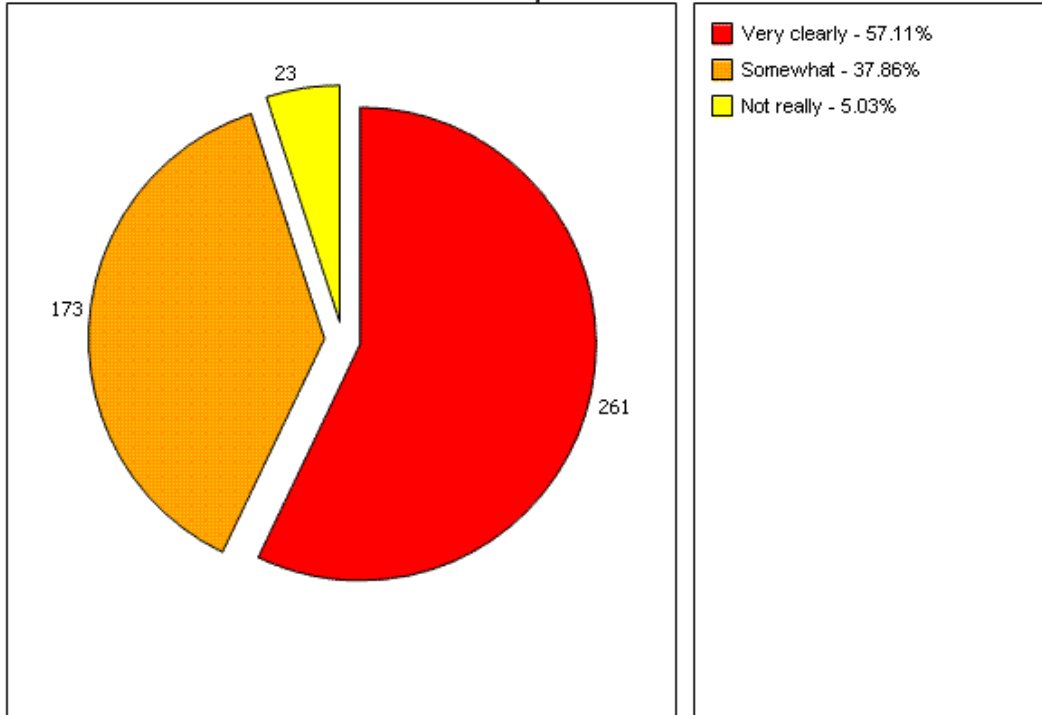
2. My awareness/understanding of the direction of Battle River School Division increased on Day 1?

457 Responses



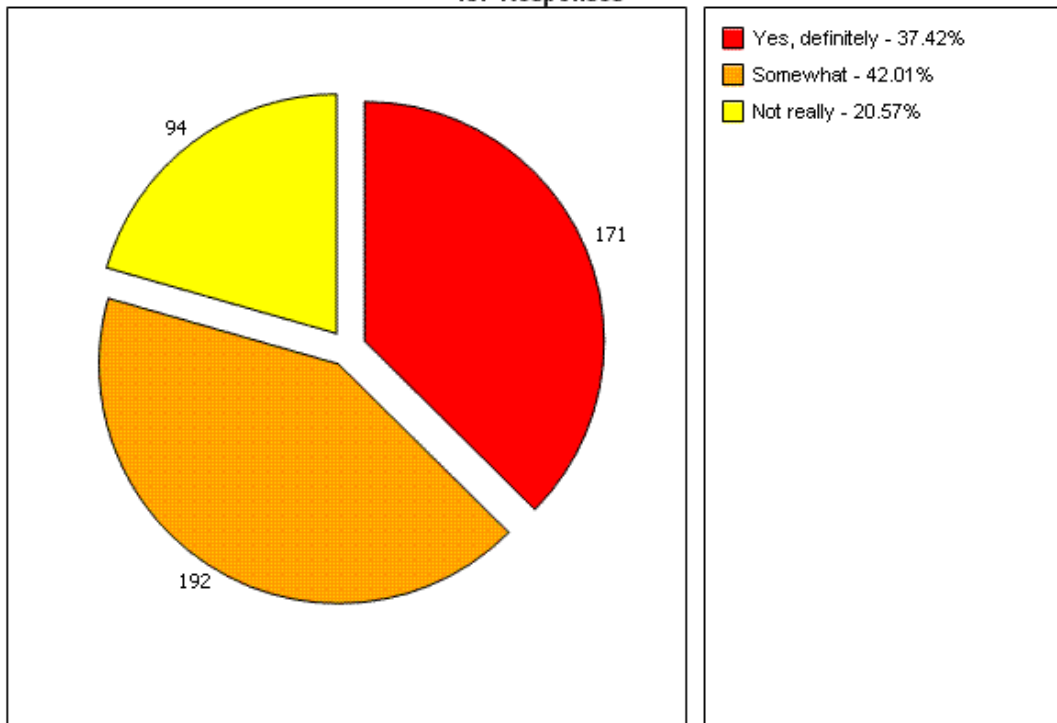
3. I understand how my role in Battle River School Division connects to the Pyramid of Success and the new Priorities?

457 Responses

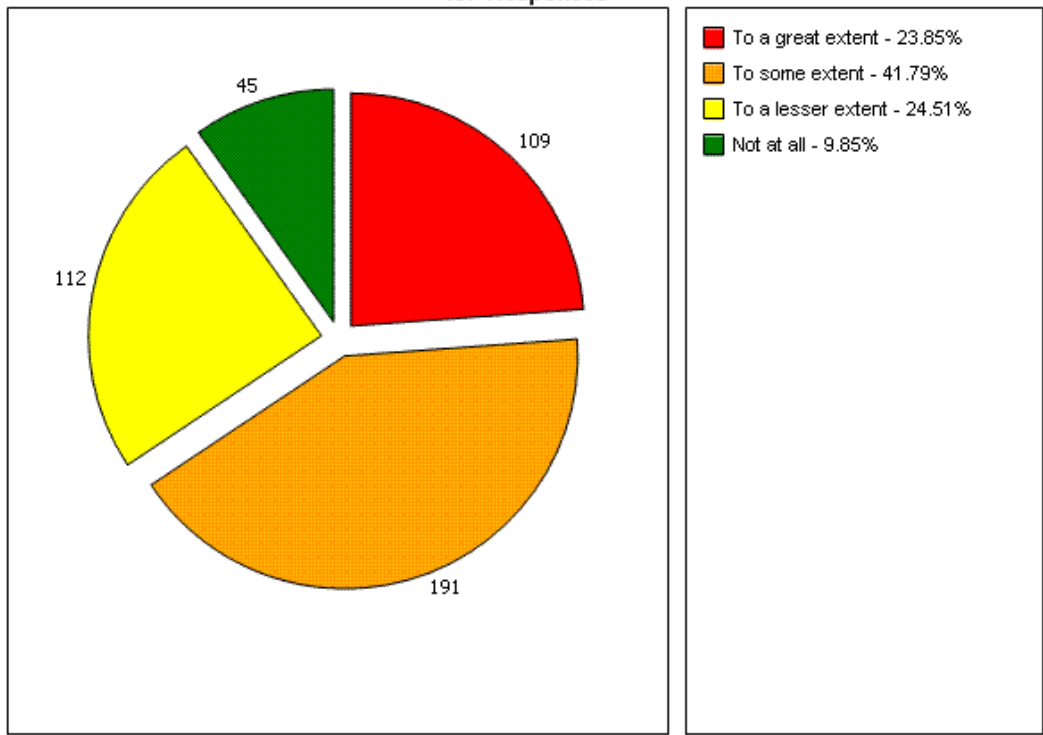


4. Time spent in discussion with co-workers on Tuesday was meaningful and relevant to my role in Battle River School Division.

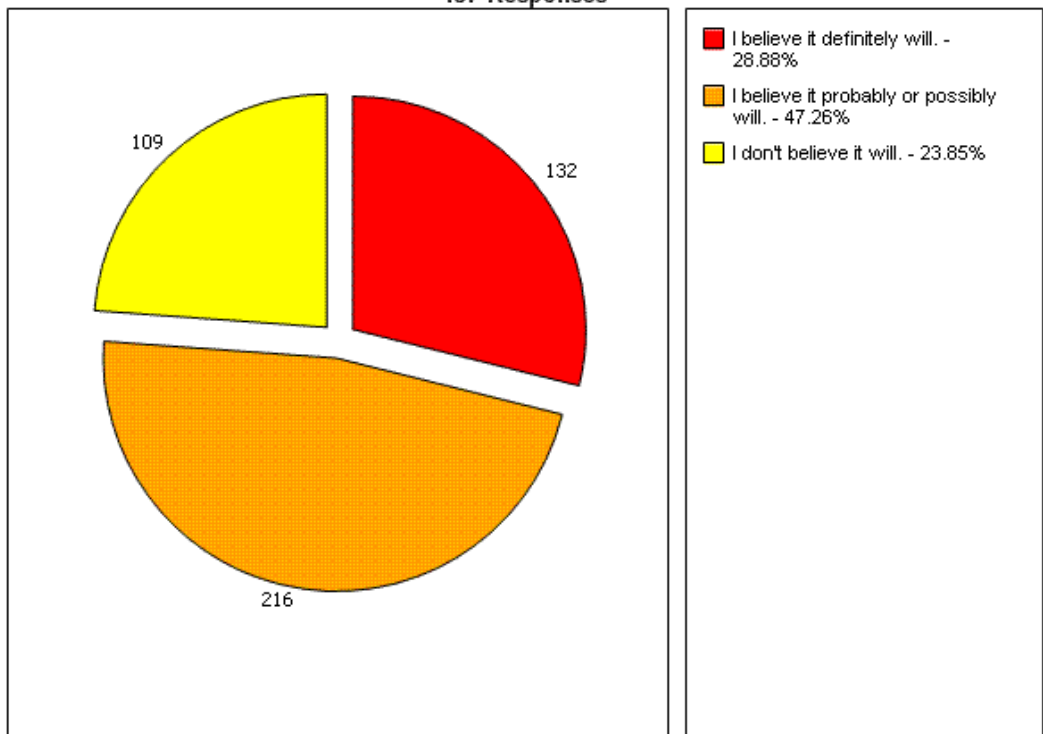
457 Responses



5. The keynote message from Dr. Avis Glaze was meaningful to me.
457 Responses



6. Bringing all BRSD employees together for this day of learning (i.e. Day 1) will make a difference as we work together during this school year.
457 Responses



**7. Comments about Day 1 (optional):
225 Responses**

<u>Option</u>	Count	Percent
A waste of time.	1	0.4
I do not believe that going back for a three day institute in August is necessary. Rather, I would like to see it done in the fall as in previous years.	1	0.4
The facility was very cold and quite noisy. I also felt that staff who do not have direct contact with students were further separated from those who do by the nature of the topics discussed. Discussion and presentation topics that really included everyone would have increased the feeling of belonging and community. The timing of the Learning Institute was also not the best. The 3 days seemed too long particularly when there are so many other things that need to be done before that week of school.	1	0.4
Very Well Organized!! As a new teacher it was a nice introduction- not too overwhelming:)	1	0.4
Expensive and unnecessary, Day One should not have occurred so far from the highest concentration of staff (Camrose). An hour in the car (or bus) for most people was a wasteful use of time. PD is absolutely crucial but should have been embedded in the school year, rather than in August.	1	0.4
I think next time if we are mixed it with others, at least put a couple Division Office staff members together so we don't feel so alone! Also, custodians should sit together as they have common knowledge/experiences to share and they probably would benefit more in those groups. Same with Division Office secretaries--I would suggest to sit with other BRSD secretaries from other schools as they are the people I deal with and I would love to meet them and put a face to their names.	1	0.4
Film clips were great. Speakers were too dry. Get a comedian - something energizing. Host it in Camrose.	1	0.4
Adherence to the "sit at your designated folder color" just didn't happen. I truly feel I would have gotten more out of the discussions if I could have spent the time discussing it with people that were in the same type of position as I was so that I could get their take on it, although it was interesting and beneficial to hear some of the comments made once I closed my ears to the negativity of the teaching staff at my table.	1	0.4
Could have been a half day! With a more motivational speaker rather than informative speaker!!	1	0.4
I am not in favor of returning 2 days earlier for these kinds of things. I think they can be implemented during the school as they have in the past. I value my family time, being able to prepare my family for a return to school, spending time with children who are leaving to go to school and getting myself, my classroom and my school ready to accept students.	1	0.4
My time would have been better spent in what I have always done, preparing for the year alone.	1	0.4
This was not an effective way for me to learn	1	0.4
Great potential but way too much time spent listen. We want to move towards collaboration but there was no opportunities to work together and celebrate what as strong group we are as a division. Discussions and character education keynote were somewhat beneficial. I really enjoyed being all together but maybe next year we could just celebrate and get everyone pumped up for the year. Suggestion - find a keynote that is a bit of a comedian. I know not easy to find but people would get more from the day if it was more uplifting.	1	0.4
Waste of time and money that could be better spent elsewhere.	1	0.4
Great community builder	1	0.4
Irrelevant to my position.	1	0.4
Attitude is what it is really all about, approach it with a positive attitude and we can make it work.	1	0.4
Great to ALL be together, but too academic and too much sitting yet.	1	0.4
august is not a good time	1	0.4
Very good. Well organized.	1	0.4
It would have been better in a more central location and the timing (beginning of the year) was incredibly ill-conceived. This event would have been a lot better for me if it was attached to the Thanksgiving Long Weekend.	1	0.4
some of the info was geared only toward the teachers. bus drivers and custodians i thought got nothing out of part of the day. also, i was not pleased with the amount of BRSD vehicles used to transport staff to Viking when those who used personal vehicles were not reimbursed for mileage.	1	0.4
What a great way to start the year. I believe that having all employees together was an important message that we are all part of the team!	1	0.4

I feel that also having the teachers sit not in their schools, but mixed up in all the tables would also be helpful so that we do not feel like an outsider at the tables we are sitting at.	1	0.4
I like the idea of making all aspects of BRSD feel relevant but speaking with many of the support staff, & maintenance they thought all day was too long together and was somewhat intimidating at some points. Very teacher based for some of them.	1	0.4
Congratulations for a job well done! Dr. Glaze was such an inspiration! Keep up the great work!!	1	0.4
The overall day was awesome however the timing of it (all three days) needs to be revisited.	1	0.4
I do not want to give up a day in August for this activity.	1	0.4
I think the idea of the day was good, but I feel it could have been more effective. I don't think it was necessary that we sit in groups of our school staff...we had all day on Thursday to work with our own staff...lets hear what other people from other schools in the district have to say. Also, if one of the purposes of the day was to motivate and energize staff for the new school year, then perhaps another, or a different, speaker would have helped; one who was more motivational or humorous.	1	0.4
Please repeat next year.	1	0.4
I did not leave feeling uplifted or motivated, rather I was glad to leave.	1	0.4
A frustrating day.	1	0.4
I was not pleased to be there.	1	0.4
An enjoyable learning day. Speaker needs to be more dynamic/inspirational in nature.	1	0.4
I think the idea of everyone together for a time is great for many reasons however I think the presenter needs to appeal to the entire audience. Not only to learn but to be entertained. Possibly a motivational or comedic personality would be more suited to this diverse group.	1	0.4
Made people feel important	1	0.4
I didn't think we needed to know about Lorainne Steele's daughters lives, etc. Her entire speech could have been deleted from the day.	1	0.4
I believe these activities helped me become mentally and emotionally prepared.	1	0.4
I felt for the maintenance staff. The one at our table felt it was not relevant at all.	1	0.4
What will happen with those staff who chose not to attend?	1	0.4
I really enjoyed the keynote, however, I felt that she had some serious time restraints and it appeared to me like she was rushed and maybe did not present as good a session as she normally would have. It is now Friday of this week and our school is feeling very rushed and unprepared for the upcoming arrival of students. I fully support the division-wide gathering, however, is there a more convenient time to do this? I wrote on my evaluation on Day 1 (Tuesday) that I felt that some of our nonprofessional staff may have felt that the topics/speakers were irrelevant. I would just like to say that I pursued my concerns and chatted with our janitor who was in attendance that day. He loved it!!!! Well done!	1	0.4
I thought the venue was way too large for an effective learning environment. A lot of non-educators still questioned why they were there!!!	1	0.4
I am not to sure how important it felt to bus drivers to be there for that whole day. I think it was a bit of a waste of time for them.	1	0.4
The timing of the day was of the greatest concern for me personally. I did not see that it was urgent in terms of time, and I could have used the day better for planning. The keynote seemed to be such a minor role that it was not required if the goal was to meet as a division. The meal was very well done, but was that much required, esp. in terms of cost and how the money could have been spent (EA position). I appreciate the effort, but the manner that it was proposed, as well as the timing (and cost - why go to Viking to sit and discuss system issues with my staff)? A noble goal, but...	1	0.4
Great day!	1	0.4
I think it should have been there. Some caretakers were not.	1	0.4
Dr. Payne's intro was excellent. The rest of the day would have been a breath of fresh air.....in October. As it is I could have done without this day. The entire day was very, very well-organized. Kudos to the organizing team!	1	0.4
More work and time will be required in order to get all non teaching staff to truly understand how they can specifically make a difference in the life of a student and have it tied to the pyramid.	1	0.4
It would be nice if, in the larger group, there was some opportunity for working with staff from other schools, ie in Grade-level groups, in addition to our own staff (which was good too).	1	0.4
Probably too much fitted into the day. Because of Larry's piece a guest speaker was not necessary. Although her message was good it was a bit hurried and redundant considering where we are as a jurisdiction. Interactive time should be lengthened and talking at reduced.	1	0.4

Good food, cold. Felt that I gained nothing professionally.	1	0.4
Not effective use of PD money	1	0.4
The new Viking Carena is a beautiful building, and one I would not normally have occasion to visit. In addition, while I am not normally a fan of well-done roast beef, the lunch was very good indeed. Finally, there is probably some benefit in bringing all BRSD employees together as a sort of team-building exercise. My positive comments stop there: I did not find the message of the day helpful or coherent, and I did and do not see any benefit to starting the year that early in a fashion that is begrudged by all the participants to whom I spoke. Please, do not repeat next year or ever.	1	0.4
Get better, more vibrant keynote speakers.	1	0.4
I believe the intent was commendable. In theory and possibly on paper, this was a seemingly progressive and positive undertaking. However, in reality, the speaker was less than engaging, said little through her vagueness and generalizations, and did little to fan the flame as we anticipated. Avis has no doubt written a text or two and is very knowledgeable, I'm just not sure she fulfilled the intent of the day. Although many of the maintenance and janitorial staff said they felt important to be included, they also felt intimidated. It was unsettling to see the number of people texting, playing tetris and quite literally snoozing.	1	0.4
Thank you!	1	0.4
Never before have I met some of the people that are directly involved in my school	1	0.4
Great except for the fact that it is so tough to be out of the building when we need to be in school registering students.	1	0.4
Dr. Glaze was too unfocused. She skipped around too much. Someone with her experience should have been able to tell us an inspiring story or two.	1	0.4
Lorraine Steele was not great.	1	0.4
Hopefully the Casino Hotel will be built so we could have it there next year.	1	0.4
It gave non-teaching staff a perspective of the philosophy of the division and what takes place in schools.	1	0.4
Please do not do this again. This has been a very difficult start to a new school year.	1	0.4
I think that "green folders" were at a loss. Many didn't see the day as relevant to them or see themselves as in a position to interact with BRSD students. Many people thought that the expense of the day didn't balance the potential benefits of the day (re transportation and food costs) I thought the lunch was excellent and was a great way to show staff appreciation by BRSD. Perhaps, we could utilize our technology better to save money and provide several "videoconferencing sites" instead of all merging on one venue.	1	0.4
It seemed more geared towards teachers still and EA's, but not really the other staff such as bus drivers and maintenance staff.	1	0.4
Very cold, very uncomfortable. Have heard about pyramid too much already, let us work!	1	0.4
I enjoyed the rah-rah aspect of the day, I think we have to celebrate who we are as a region and it is great hearing it from other people. I wondered about the mechanic and bus drivers having to listen to Avis Glaze, I am sorry but that missed the mark in my opinion. I just know that all our staff members are swamped right now and I need motivation, not going on about what is happening in Ontario schools. I appreciate the work that went into this day, but think Ms. Glaze and lady from Alberta Education were in NO way important to my job as a teacher and have to wonder how important that could have been to a maintenance worker. I also struggled with the amount of waste during the lunch, aren't we trying to promote global citizenship, I don't think the styrofoam/plastic plates, cups and cutlery contributed positively. The meal was fabulous other than that. I would prefer one day of PD before school and give us back our Oct day, we loved that.	1	0.4
To much Fluff, not enough relevance	1	0.4
While I appreciate that lunch, transportation, and a later start date -why did these same accommodations not happen on Day 2? Why is it that when there is a PD function outside of Camrose -transportation is provided, but not when there is a PD function in Camrose???	1	0.4
I don't think that the bus drivers in my group really understood unpacking the data. I also felt that the meal was very expensive. Soup & sandwich would have been better. Also, if ALL employees are going to be brought together at the beginning of the year, it should be for a half day motivational speech to cheer us all on.	1	0.4
Initially, I was sulky and uninterested because I felt coerced and that it would be a waste of time. But, I must admit I really enjoyed the day, especially meeting Jim, a maintenance man who livened up our table and added constructively to our conversations. I also enjoyed interacting and learning with one of our bus drivers and two of our EA's. It was neat to see how many of us there are involved in the	1	0.4

education and well being of our students in this region. The food, the talk, the interaction were great. I think that the key note was not at all applicable to attendees other than teachers, but what do you do? I was impressed with the whole day and wish to thank you very much. Wednesday, in Camrose was extremely wonderful. Both my sessions were excellent and I feel refreshed and revved up, ready to meet those kids on Tuesday.		
Thanks - very worthwhile - very meaningful	1	0.4
Awesome for building relationships...we are all here for one reason...our children	1	0.4
An incredible disappointment and waste of time and money.	1	0.4
Other than the focus on the division priorities, it came down to a review of professional responsibilities.	1	0.4
Feeling so cold made the day very uncomfortable...but the food and refreshments were great. I did not feel Day 1 was a worthwhile investment of resources (the amount of time, energy, money coordination, organization...)	1	0.4
Saw and heard many negative comments that the time & money used to put this event together could have been better spent.	1	0.4
The day was very meaningful for most of us, but some of the transportation and maintenance people were disillusioned.	1	0.4
I hope that prior to that day all staff felt that being kind to one another was a key to having a better work environment.	1	0.4
I didn't feel this was a particularly effective use of PD time. Felt like it could've been done differently.	1	0.4
I love my job. I do not need to come back early to be energized. That is what I use my summer for. I already feel that I am further behind in preparing for the school year because I had to be elsewhere, doing activities that did not contribute specifically to my classroom. This sort of PD needs to be done at a different time of the year. While I found the sessions on Wednesday to be helpful, this is because I had a choice in the content, and was able to take the information and use it for this school year.	1	0.4
I think the intent of this day is good but it should have been done during the year, not in August. I also do not think it did anything for the morale of the staff. Please do not do this again next year.	1	0.4
It was nice to have everyone! to get the same message. Not sure if collaborating with same staff members was effective (could be doing that at a staff meeting).	1	0.4
Fabulous, however, I believe that we need a more uplifting motivational speaker that can reach ALL of our employees.	1	0.4
For me, this day was a waste of time and money.	1	0.4
Unfortunately not everyone at the meeting could "see" how they contributed to Every Student Every Day A Success	1	0.4
too cold, good food, how much expense to hold it	1	0.4
Unless we are prepared to increase the amount that is budgeted to the primary grades I am doubtful we will achieve the goal of all students reading at grade level by grade 3.	1	0.4
A HUGE AMOUNT OF MONEY SPENT... for not a huge amount of benefit.	1	0.4
I feel day one did not really apply to all employees. Getting ready for Day 1 of the school year would have been more beneficial to my position (secretary). The Carena is very nice, but it was quite cold in there. This year's guest speaker was not as motivational as the guest speakers that were brought in the last two years. I think something geared towards working and communicating together as a staff would have been more beneficial.	1	0.4
Excellent day	1	0.4
An excellent day that I truly appreciated. Thank-you!	1	0.4
The Carena was good in every aspect except it was too cold.	1	0.4
Great day -very inclusive activity	1	0.4
not sure i took a whole lot home from this	1	0.4
I am not completely sure if the session was geared enough to non-teachers. I understand the difficulty behind planning a day relevant to all employees, but maybe could there have been the keynote in the morning, then break out sessions in the afternoon? Just a thought.	1	0.4
Although enjoyable, I do not believe that this day was relevant to the non teaching, teaching, or support staff. We had already gone through the pyramid of success and its' relevance in staff meetings etc. very thoroughly. I would have preferred to use this day to network with others in my field. ie: all grade 2 teachers, all phys. ed. teachers, all EA's.. Sharing information relevant to our assignments. The days table (discussion)assignments had nothing to do with those not directly working with the students and were better suited to the staff meeting format. The only relevant part for anyone was the key-note speaker.	1	0.4

Excellent idea and kudos to the planning committee!	1	0.4
Very cold in the building and I felt so tired at the end of the day sitting all day too long	1	0.4
Great day. It was wonderful to see the different perspectives of everyone involved.	1	0.4
Facility - too dark and cold but good size wise Food - terrific Speaker - Too general, we needed more humor and energy to get us motivated - her two speeches were very similar and lacked substance I felt that what we did that day could have been said in half a day	1	0.4
There were simply too many speeches. Nobody likes to sit for that long. I think a shorter half day would work better and have a speaker similar to the ones we have at the end of teachers convention, humorous and anecdotal. I think that those types of speeches are always more enjoyable and they could easily be geared to fit in with the theme of the day.	1	0.4
I felt that Dr. Glaze was not able to effectively hold the audiences attention.	1	0.4
Great Day. It was nice to do it in Viking. In the future we should continue this trend and move it to other locations in the region. It is nice to know these other places exist rather than just Camrose.	1	0.4
I was resistant to giving up the day, but found it to be very worthwhile and enjoyable. Planners went overboard in trying to make it special and worthwhile.	1	0.4
Bringing everyone together is a good idea but instead of focusing on the priorities, which for many of the staff seems irrelevant or over their head, it would have been better to do some team building and make the day inspirational so we all start off the school year energized and excited. I found all the speeches long winded and not very inspiring at all. The topics of the discussions didn't seem pertinent to some of the staff at our table.	1	0.4
I feel I could clearly understand my role and duties with Battle River and the priorities without driving all the way to Viking. We are professionals.	1	0.4
The learning content was not appropriate for all staff.	1	0.4
I was disappointed with the catered meal using non recyclable plastic plates and cutlery. A small thing but environmentally sound choices will strengthen the Division's integrity.	1	0.4
I enjoyed the talk from Avis Glaze, but I felt that both speeches were very short and almost shoe-horned into the day. I think there was a greater opportunity for us to collaborate together than to listen to a keynote speaker. Also, while I enjoyed going to Viking and the food was great, the tables were a bit crowded.	1	0.4
Please do this again. It was particularly exciting to see the custodians there. This means a lot to them. Thank you for that.	1	0.4
Dr. Glaze's message in part two of her presentation was great. Dep't of Ed. rep was very poor. Organization for the day was exceptional. Many staff at various levels still question the early date of this event.	1	0.4
Great job! Well organized.	1	0.4
Would have been a complete success if the keynote speaker was enlightening and humorous. I would love to do this again next year if you get a story teller/comedian (education based)so when the day ends, we're all in a great mood and ready to start another challenging year.	1	0.4
More movement was needed. Too much sitting.	1	0.4
The intent, vision, collaboration, etc. was brilliant although I would guarantee teachers would come more open to receiving all of this were it not in the last week of August. This was better than Teacher's Convention, in my opinion.	1	0.4
it was too cold. Some of the regional workers ie maintenance and bus drivers, had little input in the discussions	1	0.4
The venue was too far out of the way and extremely cold. The caterers are to be commended for the excellent meal and refreshments. As educators we work with the pyramid of success and are familiar with goals and outcomes. I ponder on whether the custodian, maintenance and central office staff saw any relevance in the presentations.????	1	0.4
I could have used the time getting ready for the school year. My time would have been better spent and more productive in the school, in the classroom, meeting with colleagues there.	1	0.4
Great to bring everyone together!	1	0.4
I froze -- I had to put on a sweater and a jacket	1	0.4
First off: Kudos to the planning committee. What a tremendous job organizing the day. Regardless of the timing I feel the event lacked the positive energy of the PD last year. The speaker was not engaging enough or charismatic enough to command the crowds' attention. The sheer number of people produced enough background noise that it was difficult to hear her sometimes. As well, all I remember from her speeches were: Ontario this, Ontario that, etc. In contrast I still remember the	1	0.4

excitement I felt after last year's PD. The problem with the group discussions was that the unenthusiastic participants really hampered the outcome. With such an obvious lack of enthusiasm at my table I could only wonder how this will come back to my school with any momentum to carry the passion we need through to the end of this school year. And while I agree in principle to the idea of division wide PD, the timing, quite frankly, was awful. Losing two full days at this time of year created extreme pressure and uncompleted tasks. In spite of being at school by the 20th, I still feel like I am not ready for the first day.		
A bit too dark and crowded; a far drive	1	0.4
I think day 1 was excellent. I feel like it was a great idea to have all of the members of Battle River together from administrators to support staff, to bus drivers and teachers and everyone in between. Everyone has important feedback and it is important that everyone has the opportunity to have their voices be heard.	1	0.4
A short period of time spent together in your school groups would have been nice.	1	0.4
I found the arena to be very cold but otherwise fabulous. The screens strategically placed around the facility were marvelous, the BRSD speakers were great, the organization was incredible, Loraine Steele abysmal, and the ability to efficiently feed over 1100 people a hot and delicious lunch nothing short of amazing. Congratulations!	1	0.4
In order to exchange ideas and perspectives with colleagues within the jurisdiction I would have preferred sitting with people that I normally do not see in order to gain a fresh perspective from their school.	1	0.4
Awesome idea - would be great if we could have had it the week beginning Sept. 2. I realize there are many problems with that - but would really all involved how important they are.	1	0.4
I believe that the idea of region wide gathering was a great idea. But I the cost if the day was great. I feel the money could of gone a long way to profit someone's education. I did enjoy the day as well as the time spent with staff. I realize that it gets us all on the same page and excited about the new school year.	1	0.4
Pleased to have all personnel of Battle River present. This indicates that the region as a whole has an investment in the education of students	1	0.4
It was nice that it was held in Viking. Liked the drive.	1	0.4
I believe this was a wasted day that could have been spent much more productive.	1	0.4
It was a wonderful to have everyone under one roof. I learned that sitting and listening all day is tiring. More movement please. Interaction between the schools would have been nice.	1	0.4
It was with great disappointment that the serious pineapple allergy was not treated with the respect it should have been...I guess safe and caring schools only applies if there are no requests for us to rearrange our thinking about a certain subject. Obviously the people in charge have never had the experience of seeing someone react to an air-borne allergen...trust me it is not very pleasant.	1	0.4
I would have preferred to spent the day in the school office. I feel bad for the EA's who returned from their vacation a full week early, for a questionable learning experience.	1	0.4
Dr. Glaze was an excellent speaker, and the sound system was great.	1	0.4
good food and the discussion were insightful	1	0.4
Dr. Payne could have talked longer, he was great. The sessions in groups could have been completed in 1/2 a day not a full day.	1	0.4
I would like to listen to a speaker that is motivational, humorous and is relevant to all employees	1	0.4
an excellent day	1	0.4
"The location and meal was wonderful and thank you for the travelling cup. I didn't get anything from the keynote speaker's talk.	1	0.4
Why not schedule it in the middle of Sept. when everyone is up and running and not feeling push back "early"? (I know it was not early but that seemed to be the consensus. Also, mid Sept would get rid of all the catching and visiting time that is wasted on Day 1	1	0.4
I felt that the keynote message had good potential, but that it was not given the time it deserved.	1	0.4
I appreciated the rational behind bringing all BRSD employees together at one time and think that it sends a positive message... but I wonder how useful it really was to have bus drivers, maintenance, etc. spend their time there.	1	0.4
It might have been more helpful to have non-school based groups seated together by the work each does.	1	0.4
I think that this day was a fabulous idea, and it is good to have everyone on the same page to begin the school year. I found myself, however, panicking about the jobs that I needed to get done in the	1	0.4

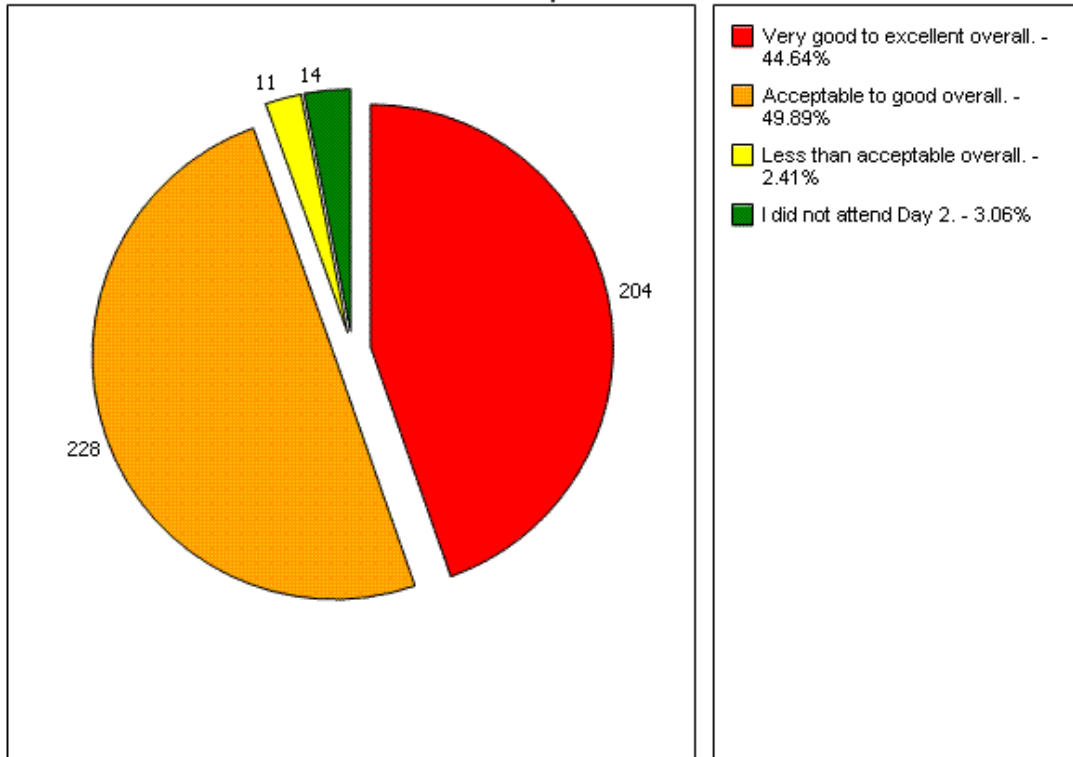
classroom instead of focusing on all that was being said that day. I think that these discussions would be even more meaningful once we are introduced to the students that we are working with for that particular year... our pd could then be addressing or affirming the issues that we will be facing specific to our classroom.		
Amazing set-up and organization of lunch!	1	0.4
The lunch was the best part of the day. Did not feel the day was beneficial to me.	1	0.4
It was very nice to be included, but even in the items we were "debating", I believe your (Central office)decisions were already made, so our input was only token.	1	0.4
no need for the expensive and non-environment friendly plates and cutlery	1	0.4
While the lunch and refreshments were good, the facility was very noisy making it difficult to have conversations. There wasn't a feeling of community. I would have felt like I had accomplished more if I could have worked in the school to get ready for the beginning of the school year.	1	0.4
Very well organized.	1	0.4
I wish Dr. Glaze had spent more time on how to teach values.	1	0.4
It was great to have a day to connect with co-workers however the overall negative attitude of much of the staff took away from what could have been a very beneficial session. The timing was not well received.	1	0.4
Not enough interaction among schools. Would be more beneficial to sit with different people.	1	0.4
The Keynote speaker lack the dynamics to hold my attention and those around me. I would have preferred to have heard from Dr. Payne (We have great people with in this district who have a wealth of knowledge and experience to share with us...we don't always need to go outside to find what we think is bigger and better...some of it's right here.) I was hoping to be involved in activities that would have promoted interactions not only in school groups but between school groups...creating a larger community awareness/connection	1	0.4
The day did a good job of getting all BRSD employees on the same page. Those not directly involved with students had the chance to see how they too can impact students.	1	0.4
Too many people brought together to be effective	1	0.4
It didn't really apply to me - however the LUNCH was awesome!	1	0.4
Not a very beneficial day at all. In fact, the resources spent on that day could have been much better utilized.	1	0.4
I appreciate that you wanted to bring everyone together although I don't feel that Educational Assistants benefited from the day. It would be nice for us to have our own speakers and for us to be able to get together and discuss the types of difficulties we deal with.	1	0.4
I think it is helpful to get a visual on just how many people strong Battle River is and just how many children 'we' impact. Hopefully everyone left feeling appreciated and valued no matter what their scope of work, and that they will seize those moments when they really can make Every Student, Every Day, A Success!	1	0.4
I like the concept of bringing all employees together as a team. However, the content of the day would have held little interest to a non-teacher/aide/administrator. I am not sure the cost of such an event is justified. Secondly, why was it held in Viking?	1	0.4
Really enjoyed the speakers! Appreciated the genuine enthusiasm Dr. Payne has for reaching every student.	1	0.4
Very good for the first year but not so sure if it would be as meaningful to all participants year after year.	1	0.4
I feel that the priority "every student by the end of grade three will read at the level.." completely excludes our special needs students in our region.	1	0.4
all group discussion could have been done at own school, no opportunity to mingle with other schools	1	0.4
I do believe it was worthwhile to have different members of the regional staff together. There are some terrific people and ideas out there in our region. I think it is important to note that the language spoken was not familiar to all departments, and we should keep in mind that we need to keep the "lingo" understandable and not use teacher specific vocabulary without sharing what the terms mean. We don't all speak the same "language."	1	0.4
I believe we needed to have all the schools split up. Not enough variance of staff at the table that i was sitting at. Different areas of the BRSD division have some specific issues. Each school has different problems and different ways to handle problems. We might be able to learn more about different problem solving methods with being able to touch base with a bunch of different schools.	1	0.4
I am not going to complain or critique having to come back from summer break early, as I am more	1	0.4

than happy to partake in professional development and learning, but if this is to happen again, you need to plan speakers/activities that will actually be beneficial. To plan an event to this extent and to have such a disappointing keynote/day is not only discouraging, but a waste of the divisions money and effort.		
The networking and touching base with all the teachers I knew was great. I was a little disgruntled about every child will read at the Grade 3 level.	1	0.4
We cover all of the given material (day 1) as site-based information at staff meetings etc., so although the material may have been fairly unfamiliar to some, I was very familiar with it, however I always welcome the chance to share and compare with colleagues.	1	0.4
More group discussion would have been valuable	1	0.4
The arena was cold so maybe remind people to dress accordingly if we do this again.	1	0.4
I felt the facility and food was great. It was a great idea to gather everyone under the same roof. The speaker was interesting but really didn't feel that we came away with much after her presentation. A motivational speaker would have been good. The day was very heavy with content and felt like it was a staff meeting day and we were providing data for the Leadership Academy! sometimes wondered why I was there	1	0.4
Even though it was not intended, I still felt that the first day addressed mostly teachers, rather than support staff or bus drivers...by the content, discussions and the speakers.	1	0.4
1) Six luncheon line-ups would definitely speed things along - the folks at my table were not finished eating when the 5 minute warning was given at 12:55 p.m. Also, a different choice of potato would move things along much faster. This said, the food was all very delicious! 2) The room temperature was great! (Cool) 3) The screens - a great idea! 4) Although the folks at my table included me in the discussion, I would have gained more by having some (or all) Division Office people at the table.	1	0.4
I'm sorry, but I did not really enjoy the speaker, I did not find her inspirational to any great extent. I already know we are good at what we do. Our own school relays that information to us.	1	0.4
We as elementary teachers have so much to do at this time of year. It was really bad timing when where we really need to be is in our classroom preparing for our year. I spent the entire "LONG WEEKEND" at the school preparing instead for the first time in my 16 year career. And I was not prepared to come in earlier than Aug. 23 which was the first time I was at the school.	1	0.4
Day 1 as it progressed was more relevant to teachers/EA's, etc. than many others....if we are to all be together need to be on an equal playing field	1	0.4
It was a great day, despite that it was quite chilly in there. I would have like to listen to the key note speaker longer.	1	0.4
The reasons for holding the Day 1 are understandably well meant. However, it does seem like a lot of expense for getting everyone together for guest speakers. Dr. Avis Glaze was a good speaker. However, her speech could have fit into a rather short time frame. Even if her speech was good, and she is interesting to listen to, the main points were not truly awe inspiring for me to start the year off on. Co-worker discussions could have been done in our own schools.	1	0.4
I found the speaker didn't interest me in the way she presented her information.	1	0.4
It was good to see everyone, and likely a good message for those not involved in things like Leadership Academy, It was really tough to get prepared for actual arrival of kids, having lost days away from our schools - especially when construction was still underway like it was for us in Holden and we were unable to get into the school to work prior to the PD week.	1	0.4
More powerful Keynote speaker, Rick was excellent.	1	0.4
The chairs were not comfortable for long periods of time, and the sound or acoustics were not the greatest for certain segments of the presentation.	1	0.4
I felt Lorraine Steele was either unprepared or is just not a speaker. (somewhat an embarrassment as a representative of Alberta Education.	1	0.4
Not enough time for discussion and I know our maintenance person felt very uncomfortable. Also we have done extensive work on the Pyramid at CR last year.	1	0.4
Arena was cold!	1	0.4
The priorities outlined by the division are a bit obscure to me.....where will we go from here? How will they really affect what I do in my school this year? I did not feel this was not very well communicated. Dr. Avis Glaze was a disappointment. She really did not come across as motivating and truly connected to our division. It was obvious she was very experienced and had a great deal of knowledge, however, I thought she discussed too much about Ontario, and the fact that we were already doing things great. I really wanted to be inspired and motivated. Too bad.	1	0.4
A waste of time for many - unnecessary for a full day. This could easily have been an opening address	1	0.4

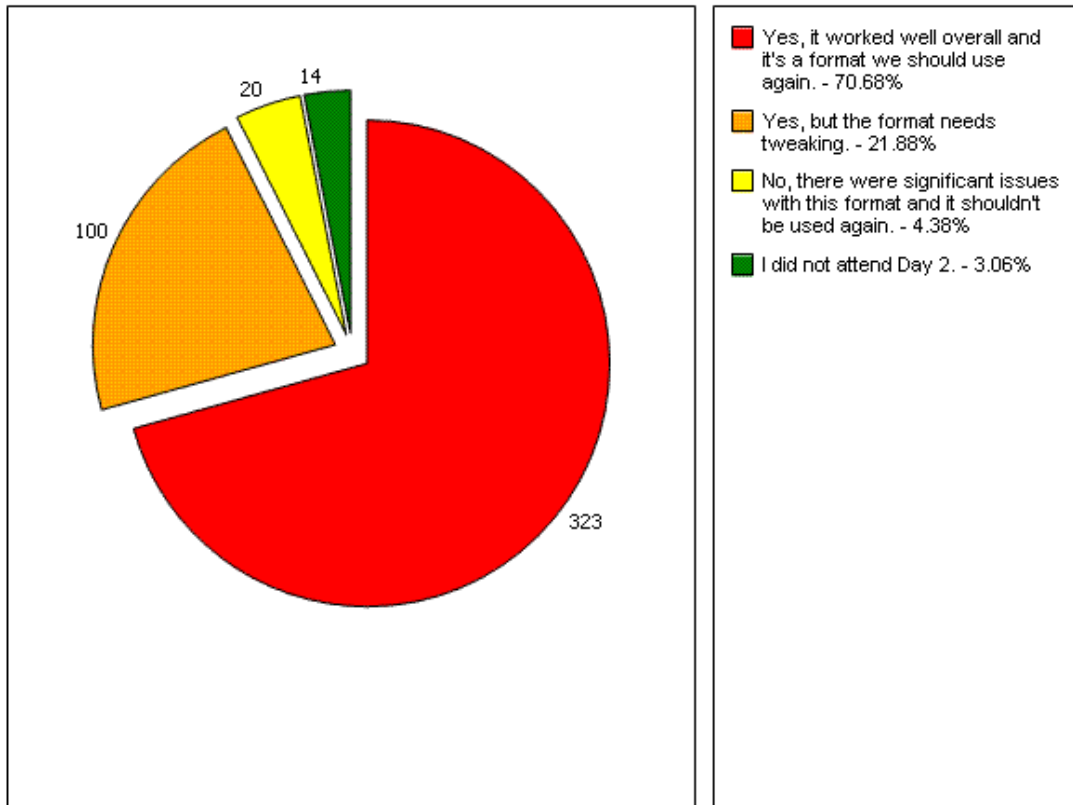
to a pd day later in the year.		
building was way too cold	1	0.4
Although I enjoyed the day and appreciated a refresher on P of S etc. I don't believe it was worth losing a day of prep for.	1	0.4
I would like to see what was in the 2 days combined into one. Better use of time and teachers are pretty stressed about school start at that time of year.	1	0.4
Great activity, definitely need to do again. Just concerned about the timing. This particularly with not having office staff for the start up, really put us a bit behind and in panic mode. Suggestion would be maybe do it after two weeks in. I do understand the necessity of doing it early in the school year.	1	0.4
very bad timing. many around our table did not understand questions to answer	1	0.4
While I thought the day was beneficial, I'm not sure that bus drivers and custodians found the day to be very useful.	1	0.4
Nice to know we're treated equal to be included	1	0.4
The room was very cold for most of the day.	1	0.4
It would have been nice if the learning institute was directed at all employees, not just the teachers. I felt that the keynote was pretty much directed at the teachers--and made the rest of the employees look 'not as important'. Also, because of the two day pd last week, our secretaries are now behind in what had to be accomplished before opening day. Should they have to come in a week earlier to prepare in order to be ready for the first day of school?	1	0.4
I liked the day...however, I would have appreciated it more in Sept.	1	0.4
Lorraine Steel is definitely not the person to send out to bring greetings from Alberta Learning. Her "speech" was an embarrassment not only to herself, but to all of us who had to listen to her and to the government who sent her out to speak for them.	1	0.4
Although it was a kind gesture on behalf of the jurisdiction to make us feel appreciated, I feel it was over the top. Perhaps if students are our focus, the extra money spent on food, transportation, speakers, mugs etc could be better spent by placing another teacher in the classroom or placing more EA's in the system. I also feel that senior high teachers are losing a day by substituting the Jan. prep day as a day in lieu. It is my suggestion that since technology is a key goal that perhaps we should use the video-conferencing equipment that we have available and save the time of travel and paying for out of town speaker. Overall, I did not come away feeling motivated and refreshed but embarrassed by how much money had been spent in my opinion foolishly.	1	0.4
I think that the collaborative activities were not as productive and that might have been because we just came back from summer break.	1	0.4
There was obviously a lot of preparation that went into the day! Congratulations on a very "polished" event. I must say I was very disappointed in Dr. Glaze. Her presentation seemed to be a rehash of character education information that anyone could have pulled off the internet and read to the audience (along with the a few BRSD compliments added for a "personal" touch. I don't doubt her credentials but she wasn't very informative or inspirational.	1	0.4
3 missed days at school frustration felt no one at the school couriers a little upset	1	0.4
I understand the purpose and agree with the need. I am not sure about the time however. This could have been done in early September with probably greater acceptance by all staff and much more willingness to be accepting of the message.	1	0.4
Unfortunate a severe allergy can be overlooked when attention was brought to situation well in advance	1	0.4
I got a chance to know one of our bus drivers and another support staff member which was great but the sitting and listening was long. I noticed I and most of my table had lost interest half way through the morning lecture and also were not engaged at all after lunch. Some break out sessions after lunch or something active as well as a coffee break would have alleviated these problems. I think we are lucky as a school division to be given the opportunity to gather as one group but some changes need to be made to make better use of our time. Thank you for the immense amount of hard work that went into this day of celebrating our wonderful school division.	1	0.4
Sitting for so long after the holidays certainly helped me to understand how difficult it may be for students coming back that first week. Overall, the day was enlightening, however, I must convey my feelings about the serving of pineapple that forced a fellow staff member to leave due to her severe allergy to it. It is my understanding that this was brought up at committee meetings. I also know that the staff member spoke not only to Dr. Payne but the caterer as well. I seems to me that there was a blatant disregard for a staff member's life. At the very least, I feel she is owed an apology and an assurance that it will not happen again. If this had been a student, would the same thing have	1	0.4

happened? We don't serve peanut butter sandwiches to students with peanut allergies. Shouldn't we be promoting safe and caring schools for everyone?		
Chairs very uncomfortable	1	0.4
Ms. Loraine Steele from Alberta Education was brutal.	1	0.4
Too cold, too squishy, drug out message. I get that we are all a team, and that we all are important to the success of each student each day, but I believe this can be expressed by actions and not always in words. i appreciate the idea I am not so sure a full day of gathering at the expense that it was will see the benefit you would like it to. Great food and I really do appreciate the motive and effort of the powers that be.	1	0.4
Great job with set-up! Avis was fantastic - Larry and Rick did a great job too! This in-service was a bold, creative initiative, and I was very impressed. Maureen - I have a couple of ideas about how the day might be even better! Would love to talk to you about it soon! Kathryn Graff	1	0.4
I found the whole experience frustrating and a waste of my valuable time. I did not leave the day feeling motivated, inspired, educated or prepared--all of which I would have expected from an event that must have utilized huge finances from the district. I do not want to see this kind of three-day "learning institute" again!	1	0.4
Too large. I felt disconnected from everyone but those who were sitting at my table.	1	0.4
I enjoyed the day but found the actual facility cold, dark and very hard to hear even when we were sitting at the same tables	1	0.4
It was a great team building day. You also made us feel appreciated!	1	0.4
One of the most organized PD days I've ever been too. Kudos to the committee who made the day such a success!	1	0.4
Overall, I did not find this day as useful as Day 2. I also have heard more negative feedback about this day overall. I think it was hard to be out of the school on this day.	1	0.4
The location needs to be more central for everyone.	1	0.4
Excellent guest speaker lunch was beyond expectations	1	0.4
There was not a hot food choice for vegetarians other than the baked potato.	1	0.4
The facility was nice very cold.	1	0.4
Bringing the teachers together can be accomplished at the 2nd PD Day. I really question the value of this.	1	0.4

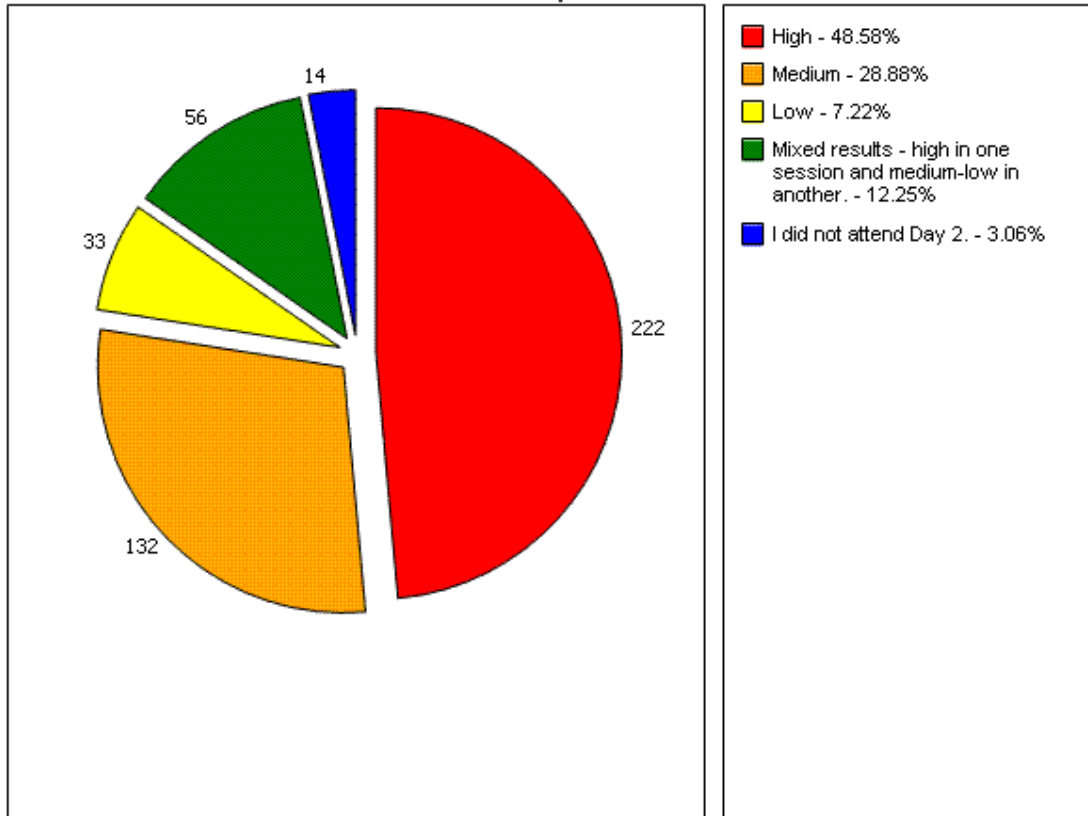
1. Overall, the session facilities and refreshments on Wednesday were:
457 Responses



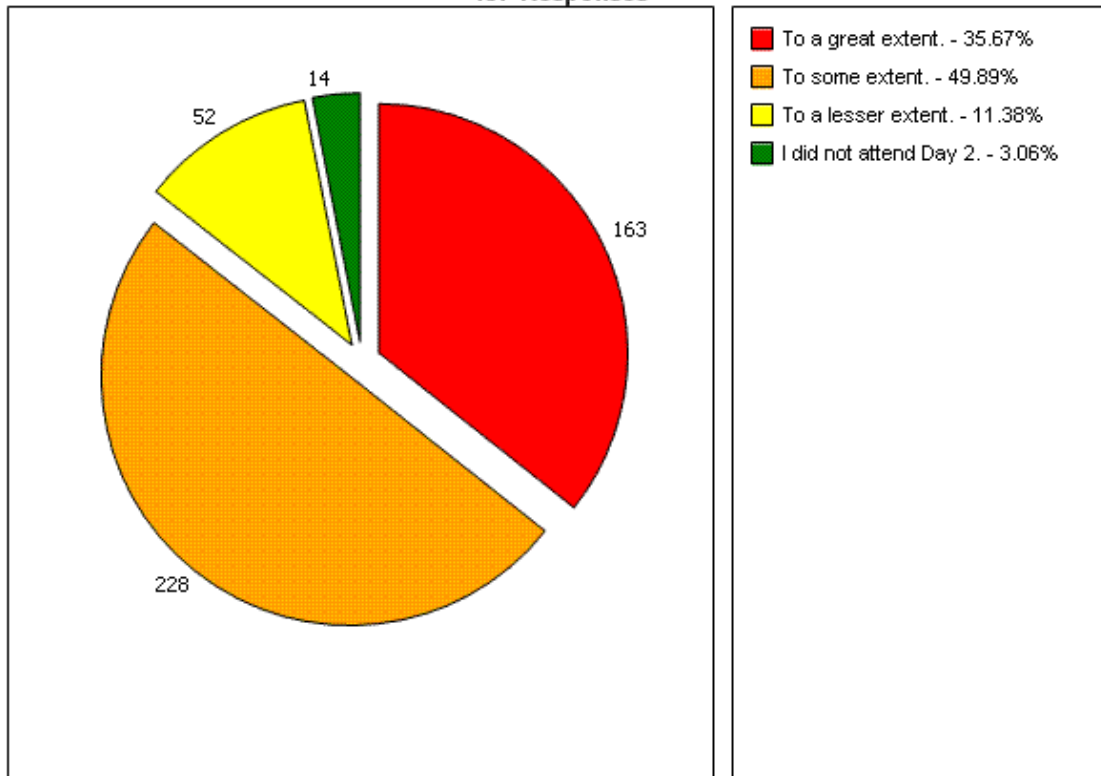
2. The format of Day 2 (i.e. session times, multiple venues, lunch hour, etc.) worked well.



3. Overall, the quality of learning in the session(s) I attended was?
457 Responses



4. My learning from Wednesday's session(s) will make a difference in my role during this school year.
457 Responses



**5. Comments about Day 2 (optional).
172 Responses**

<u>Option</u>	<u>Count</u>	<u>Percent</u>
Excellent PD.	1	0.6
Very good presenters and an excellent opportunity to network within the school division.	1	0.6
PD is absolutely crucial but should have been embedded in the school year, rather than in August.	1	0.6
Good speaker. Good refresher.	1	0.6
Make sure division are correctly marked on the session, as attended one that was not appropriate for div.1 even though it was stated on the brochure.	1	0.6
The instructor of our session went over into our lunch hour by 15 minutes and informed us that we didn't have to be back until 10 after 1:00 but when we got back she had already started the afternoon session. I felt this was very unprofessional of her.	1	0.6
collaboration time with other teachers was a great thing before school started, it made me feel less along!!	1	0.6
Again this type of learning has been done in the past at Teacher Institute. I prefer to maintain that time schedule.	1	0.6
Some good stuff just not a good time to present it as my mind was on the up and coming starting day.	1	0.6
Great! My sessions were helpful and got me excited about being back to work.	1	0.6
There wasn't many to choose from that were relevant for CTS. The ones that were, were OK, but more variety would have been appreciated. Better yet, use the money spent on this day to send teachers to specialized conferences. THAT is where it is most valuable for CTS. Other divisions pay for their employees, why don't you?	1	0.6
Great refresher on things we already now. Well delivered and accepted.	1	0.6
Amazing sessions overall. Great job!	1	0.6
Shawn Gramiak was an excellent teacher. I learned so much in a very short time and he gave us helpful websites - his included. Please have him back	1	0.6
very good speaker from Skillpaths	1	0.6
sessions i attended could have been more brief. the amount of info presented could have been done in half the time.	1	0.6
Awesome opportunity!!	1	0.6
Care needs to taken that sessions are applicable to the audience. Wonderful speaker but had very little to do with my position.	1	0.6
This would be better on an October or later date so I can associate current students with the problems/issues discussed. At the early point of the year it is very generic.	1	0.6
half day workshops would be better suited to teachers trying to prepare for the new school year.	1	0.6
Thoroughly enjoyed the sessions!!	1	0.6
Was particularly useful for those involved in programs such as 1to1 and AFL as it was a good foundational day in that regard.	1	0.6
A good PD, but I much prefer October PD, when I need a lift. Right now I'm focused on set-up, not PD.	1	0.6
Again, I do not like to do sessions in August.	1	0.6
The presenters at the sessions I attended were very good speakers and were very prepared and I walked away with a few new ideas and reinforced some things I do already.	1	0.6
The PE session/ and nutrition sessions were done very well.	1	0.6
The afternoon session with the Battle River Watershed project, Maurice Samm, was excellent. They have the contacts and expertise we need to connect with on PD days.	1	0.6
excellent way to start the year	1	0.6
The title was totally misleading. It was a waste of my time. It would of been nice to know that lunch was available to be purchased at the site.	1	0.6
AFL Session 1 - Again, too many people in this facility. We were all in a circle making it difficult to interact.	1	0.6
The topics for me personally were very beneficial, but because of the overload of information, as well as the beginning of the school year, with new curricula, I may lose much before I have the chance to practice it. This day by itself would have been the most value at this time of the year.	1	0.6
I did not get as much out of this day as I'd hoped. Maybe day 2 in October will be more informative.	1	0.6
Multiple venues made it hard for those carpooling from out of town.	1	0.6

Too few sessions so if the session you were interested in was full there was nothing beneficial to attend. Better to register everyone interested and then find an appropriate venue or double the number of sessions offered. Also allow people to change easily if they need to.	1	0.6
Crowded space. Shorter lunch break, end sooner.	1	0.6
The session was great, but it did not get rid of the anxiety that I have about preparing for next week. This day after start-up would be great.	1	0.6
If possible, schedule people like Tim Coates and Phil Taranger at different times so we can attend both their sessions.	1	0.6
Although I was not in my first choice sessions, the sessions attended were very useful. Time spent was applicable, engaging, well-organized and interaction and connections were beneficial.	1	0.6
Session was great!	1	0.6
Longer time was much better for the sessions	1	0.6
The workshop on behavior management was excellent. The presenter was very humorous and inspiring.	1	0.6
I very much enjoyed the day BUT....I had to drive a great distance to get to both venues on Day 1 & 2. I am a teacher and was too tired to work on my planning for the new year when I got home. Could the days of travel be separated??? Do Day 1 on the Tuesday then do the PD day (Camrose) at the end of the week on Friday? On Wed, Thurs we would be at our usual schools.	1	0.6
I didn't like the multiple venues. It complicated travel for carpooling.	1	0.6
Wish it could have been later in the year when I am more familiar with the program.	1	0.6
With workshops happening at separate venues -it was very difficult for those RURAL teachers, who carpoled to save on cost of fuel because there was no transportation provided, to organize themselves to the different venues -transportation should have been provided, in the way of bussing, and the workshops should have been all at one venue, and a lunch should have been provided.	1	0.6
Much more useful & relevant. although, why do rural teachers have to drive? why no bus for us that day?	1	0.6
See above.	1	0.6
the ones that pertained to me filled up fast. next year maybe more on smart board and microsoft office	1	0.6
Much more productive than day 1.	1	0.6
Session speaker was quite motivational.	1	0.6
Morning session great. Afternoon session - great except unfortunate original presenter was sick.	1	0.6
The presenter was not aware that more than 75% of her audience was education assistants not teachers.	1	0.6
Excellent sessions. Very informative.	1	0.6
I loved the sessions! I only wish it was done at our October P.D. as in previous years.	1	0.6
Overall, sessions were good. Not sure how many things I learned to bring back to change at our school but... good sharing.	1	0.6
Need clarification on addresses, who was responsible to lock up, clean up, left over food etc.	1	0.6
most of us at the ASQ session had never heard of it. Is this something we have to do in ECS as mandated by BRSD or is it more of a thing wanted by ECH? We are confused....	1	0.6
Amazing Sessions, if only all PD was like this!	1	0.6
My morning session on SCIENCE was delivered by a very scattered individual... thus, was not a very productive use of my time.	1	0.6
I found that not being able to change sessions gave the process rigidity. After some reflection that day, I would have wanted to choose a different session, but that was not possible.	1	0.6
Did not enjoy multiple venues but the sessions I went to were great	1	0.6
Again, I much appreciated the opportunity.	1	0.6
having sessions at different venues made it difficult to carpool to Camrose.	1	0.6
Really enjoyed both sessions i had on this day.	1	0.6
I personally believe we should return to our previous opening day schedule, where everyone is together for the keynote, then attends sessions in the afternoon. I would like this format better myself.	1	0.6
It was not communicated that there would be lunch on site. This information would have been helpful.	1	0.6
Excellent trainer!	1	0.6
The microsoft excel session the fellow moved so fast it was hard to follow. Needed more time.	1	0.6
Amazing variety of sessions offered. Well done!	1	0.6
Many of us car poled and there was a lot of connecting to do so we could get to the various facilities through out the day. Since our driver was not always at the same place as others were they had to leave their session to get everyone to the right place.	1	0.6

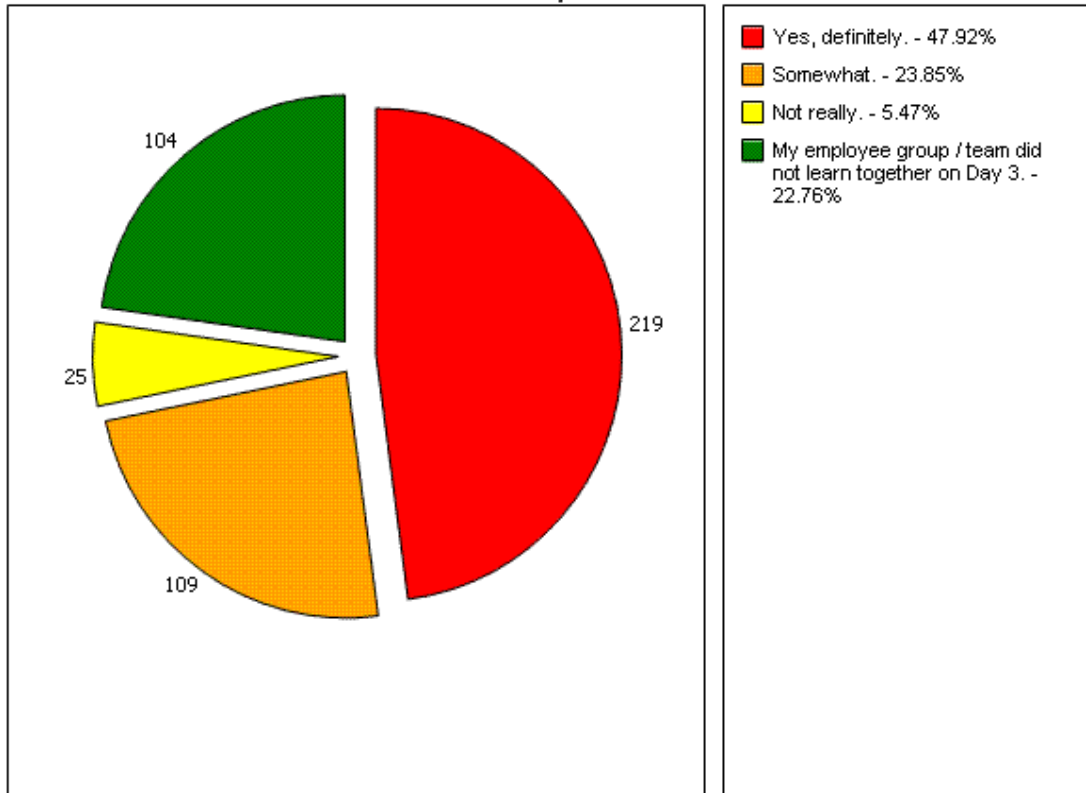
This was the first time since I have been in BRSD that the sessions actually taught me something. The two sessions I attended both proved excellent in providing me with skills and resources I will use during the year. Rather than a full day of speeches another half day of sessions would be more useful.	1	0.6
I had a very good day.	1	0.6
worthwhile day	1	0.6
The sessions I attended were good, however, I am now feeling unprepared and I will be scrambling to be ready for the students' return. These sessions would have been as helpful a month later. Multiple venues made car pooling very difficult.	1	0.6
My particular session on AFL was terrific. I did miss the format of the old PD Day where we could see other colleagues and also peruse Teacher materials. However, these are minor.	1	0.6
We were not aware ahead of time about the buffet lunch. So 80% or more didn't stay for the lunch.	1	0.6
As always with this sort of day-some presenters were very good-others need more practice! Concern was expressed over compulsory enrollment in assessment sessions. With normal PD day-all teachers would have options.	1	0.6
First session about Graphic Novels was amazingly well done!!! Science in a crate was very, very dull. The presentation was very poorly done. The information given could have been done in 30 minutes instead of being drug out for the entire afternoon. Needed more hands-on, less clinical.	1	0.6
Both sessions I attended were excellent. Rarely do I really get something of quality that applies to both my major subject areas.	1	0.6
Having sessions all over the city made carpooling and meeting for lunch very difficult as the rider was in different sites during the day and needed to find rides to the second session site, as well as for lunch	1	0.6
Social studies session was good but needed an entire day to thoroughly get through everything. Technology impact session - very dry. Session description should have been more descriptive, i.e. outlining that this was a session entirely devoted to LEGAL issues. Attendance: Issues were obvious with staff having to sign in for their sessions. I attended sessions where the attendance sheet was either passed around prior to everyone being present or simply left on a table near the front of the room where people couldn't immediately see it when they came in. I think if it is mandatory for all staff to sign in, then those people who are chairing sessions, must take a greater role in ensuring that anyone who enters the room, signs in. This simply didn't happen and as a result some staff members who were in fact in sessions, were counted as absent.	1	0.6
I personally prefer this day in October or September when both the staff and students need a little refresher break. In the fall you know your students and what direction you need to take with them to guide them more fully. I don't know what the student's needs will be now. I was overwhelmed by Tuesday, Wednesday, Thursday, Friday and getting prepared that I fear the booklets (although very informative and useful) are going to be put aside so my other work is ready for the first day of school. I fear that the information in the booklets will be left sitting because I don't have adequate time to look through them and gain more knowledge so it will benefit the student's. I was totally exhausted by the end of that day.	1	0.6
Good Sessions!	1	0.6
1-We couldn't hear in our session as the groups on either side of us were quite loud. 2-Lunch time with people all over the city was crazy, I car pooled and gave someone my vehicle as they had to change schools (I did not)and then got left behind when someone forgot to pick me up for lunch -- I'm not a happy camper when I'm hungry.	1	0.6
The presentations I attended were meaningful, relevant and very well run. I learned things in both sessions that I brought back to my school. It was also extremely helpful to have open discussion with the people who are doing the same job in other schools. The sharing of information is always very positive. Only negative was once again that this is a very difficult time of year to be out of the school for two days. However day 2 was definitely worth the sacrifice.	1	0.6
the information was useful but the speaker was not so good	1	0.6
Sandra Woitas is an exceptional presenter!	1	0.6
I attended the play therapy workshop on Wednesday and was really disappointed with the presenter. The information was handed out in a photocopied power point presentation and was read to the group. There were no activities. The speaker was very monotone and un-enthusiastic. I was hoping to get some new tools and ideas to use with my students from this workshop and walked away feeling frustrated and felt like my time would have been better spent in my office preparing for the school year on my own.	1	0.6
Very motivational speaker and information. Actual hands on things to do with kids is great.	1	0.6
I attended the Non Violent Crisis Intervention Workshop and was recertified. This is a course I believe ALL employees should have. It's not just for high risk students. These skills can be used in the classroom, on the playground, etc. If everyone is on the same page with diffusing conflicts before they explode, I believe	1	0.6

it would significantly decrease the number of confrontations between students and staff.		
I was presenting so my answers may be inappropriate except that I did learn from my participants and the day made a huge difference to start of my year. The refreshments were delicious but the space inadequate. Several participants spoke about their appreciation for having an opportunity to attend NCI prior to the beginning of the school year and others expressed gratitude for not having to leave school in order to be recertified.	1	0.6
With so many different roles, it is difficult to make the sessions specific and therefore not so relevant to all	1	0.6
We were unaware that lunch was being offered at a cost.	1	0.6
I didn't like all the venues because if you car pool, it made it difficult to get to all the venues on time.	1	0.6
I picked my course strictly based on the presenter.	1	0.6
Again the food allergy was a problem if any of the sessions were held where these foods were served	1	0.6
Parking was easier at the different venues, but carpooling was impossible (NNS-based).	1	0.6
The speakers were excellent.	1	0.6
Having multiple venues made it difficult to to carpool	1	0.6
went very well	1	0.6
The math session at Jack Stuart needed to be a full day. She was very good and there was lots to learn from her.	1	0.6
Everything I needed was full since I was a late reg...nothing too pertinent to me either...	1	0.6
more time was needed. I felt and so did the instructors felt very rushed. They were very informational and had much to teach as we had to learn and understand.	1	0.6
The sessions I attended on Day 2 were very helpful, but would have been more appropriate at a later date.	1	0.6
The school music room was not appropriate for NCI.	1	0.6
I found our staff has already done a lot of work in the area of assessment for learning.	1	0.6
Good sessions, good presenters, good snacks and very well organized.	1	0.6
My first session attended was very different from what I was expecting (and looking forward to). Interesting, but not very relevant.	1	0.6
I would have liked to see the format where we gather for a keynote then break into sessions and the close the day with a keynote. There was little opportunity to connect with my school staff as we were all in different places.	1	0.6
Jan Mahood was excellent. I realized one thing and that is... that a large percent of learning or absorbing what is being taught rests in who is standing at the front of the classroom.	1	0.6
I would have loved to attend the sessions on Day 2. However, I have not mastered the ability to be in 2 places at one time. I found it very frustrating to the point of being angered that the division would invest so much both financially and physically in sessions that I would have found really beneficial but scheduled on the first day of registration! What were they thinking?	1	0.6
I felt misled by the title of the second workshop...I was hoping for classroom strategies but got an authors promotion of her books.	1	0.6
Both sessions I attended were excellent.	1	0.6
Assessment for learning #1 presenters were terrible. This topic is important and should be presented more clearly. We were there to learn and all we got was homework to do on our own. I know there are 2 other sessions for this but it would be more beneficial not to act out and guess how to reach this goal but to give strategies we could try	1	0.6
It was too bad that I wasn't able to attend the whole day as we had to do school registrations. IF we could do it at another time, it would be so much better! Thanks for your efforts on this day!	1	0.6
needed hands on strategies for connecting with students. Facilitator basically read his power point presentation.	1	0.6
I had an excellent speaker. I attended a full day with a fellow from Calgary on dealing with difficult children. I will use a lot of what he taught us. My only problem is, there was so much to learn and a full day was too much. It would be great if we could have a session with him again but break it down into 2 days. He would be a great way for Educational Assistants to spend their 2 days.	1	0.6
Good speakers, the timing of the event was poor. With new courses to prepare, I thought it detracted from my planning time.	1	0.6
Top notch presenter for the Play Based Strategies.	1	0.6
Day two was much more encouraging as a teacher...I actually learned something. BUT, once again, if this learning institute is going to be a yearly event, please offer more speakers/sessions that are actually useful to us.	1	0.6

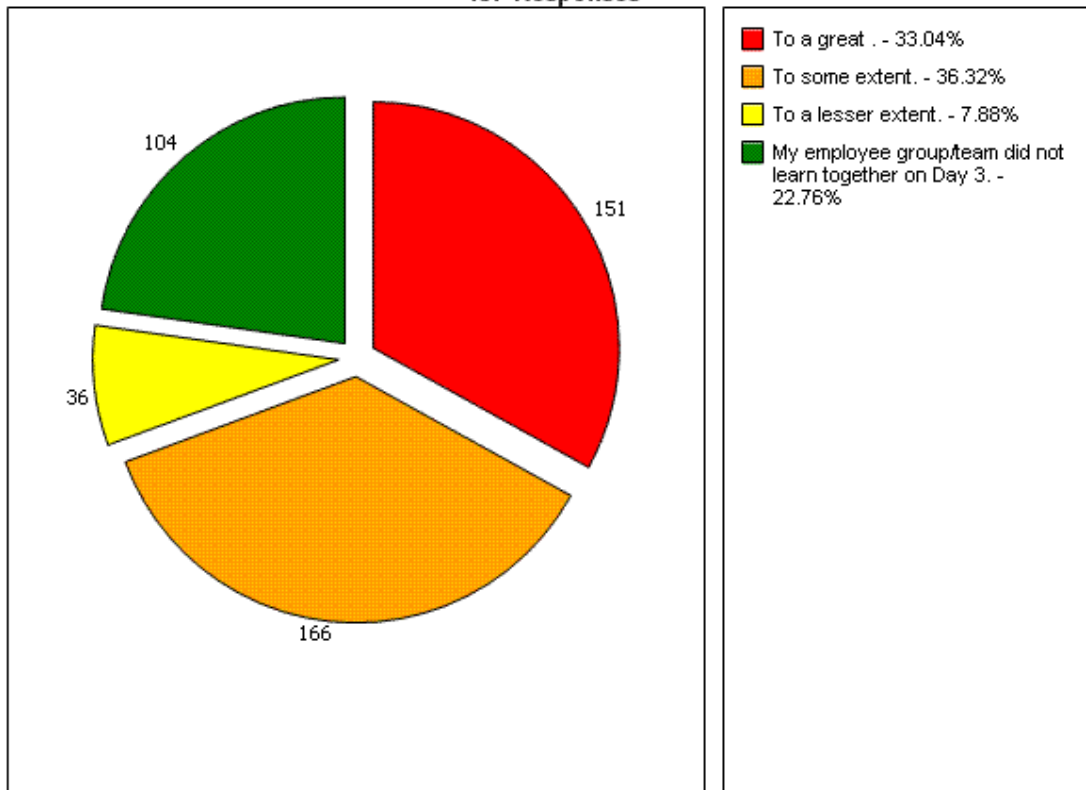
The speaker on Play therapy was very dull and the information given was mainly for assessment purposes that someone at his education level would use. Not at all what I expected! Also people were not informed that lunch was being provided and had left because they had made other plans. That was a shame because the food was great but only about 15 people stayed!	1	0.6
The material presented in the session that I attended was not what I was expecting. I felt like I was taking "The Developing Child" (which I did really well in the first time) all over again.	1	0.6
I had a fantastic session on graphic novels, the twitch generation seminar was basically an awareness of what that specific author wrote and why we should use her books in our classroom and why we should have her as a guest speaker (not helpful to my learning in the least- it definitely rubbed me the wrong way). She also trashed graphic novels and had no real relation to the twitch generation title.	1	0.6
The sessions I attended were very good! I would still like to see sessions for the Librarians so that we may do more sharing!	1	0.6
I really enjoyed both sessions that I attended and felt it was very useful!	1	0.6
1) The Admin Asst workshop was great! 2) It was fun to be with Division Office staff and school secretaries. 3) The Facilitator was excellent - high energy - interested in what we had to share. 4) A bit rushed at noon - perhaps less money could be spent on mid-morning and afternoon snacks, then provide buns or sandwiches for lunch. Bring runners and have a walk around the block.	1	0.6
The speaker on "bullying" was the most interesting person/ session that I attended. She had our attention from the minute we walked in the door. She was funny, yet very valuable in the information she gave us. Maybe she could be asked to be the Day 1 speaker next year.	1	0.6
I was really excited about the AFL session as it is one of my personal goals this year, but again, the timing is very bad, I would be in a better state of mind to do sessions of this sort on the traditional day in mid October. I was greatly stressed to have my classroom as I like to have it on day one due to spending two days out of the school and another full day in school on PD. I cannot imagine how I would have done it if the kids were to return before the long weekend. And again, I don't think it is unreasonable to expect that I have to return sooner than Aug. 23 to accommodate for PD that could be done on other days within the school year.	1	0.6
Good session	1	0.6
I think it was good. I did not like the idea of having to sign in as I believe we are professionals and should be treated like one.	1	0.6
Wednesday was much better for sessions than Tuesdays offerings	1	0.6
The speakers in my session were very motivating and I can use this info lots in my role as a EA.	1	0.6
Deb McFarlane was very good, worth having again for others to see. Inquiry Based session was quite poor - not relevant to grades that were represented there.	1	0.6
The session I was in was more for teachers not EA's. This session was very informative but the author was really trying to sell her books to the audience. The session write up on her presentation was quite different in person.	1	0.6
It would be nice if the sessions were not all over Camrose - it was hard to car pool with others.	1	0.6
It was a good day, but I certainly missed the time in my classroom. I know that we are free to come in early to set up, but when you are changing schools there are often questions that you have that slow your prep work from happening too far in advance.	1	0.6
This day was the most beneficial to me. The two sessions I took were relevant to my position and very engaging. Excellent day!	1	0.6
For the future, could you please include more fruit for snacks instead of heavy muffins and pastries. Enjoyed the two guest speakers a great deal!	1	0.6
Power to Play for health was excellent resource	1	0.6
A very informative day. Necessary to a successful teaching year	1	0.6
I was at the Comp all day, and I would like to commend the organizing members for their fabulous showing at the front doors. People were greeted, and guided, and made to feel welcomed and happy immediately! Unfortunately, the smartboard session was a total flop! I understand there were circumstances that led to the confusion, but the substitute speakers really did fall short. I could have really used a good PD in this area.	1	0.6
The multiple venues made it difficult to car pool. Sessions that ended early (only 1 hr) caused problems with car pooling as well.	1	0.6
This could be better used once the year is underway as staff chooses professional growth priorities.	1	0.6
Lunch break could be 10+ longer. Food venues very busy and heavy traffic at noon.	1	0.6
loved that I could attend this session and not have to bring a sub in	1	0.6

I liked this a lot better, but missed the fellowship of being at the Comp.	1	0.6
Same as above...timing.	1	0.6
Although I thought the learning in Wednesday's session was not anything new, I did appreciate the opportunity to talk with other teachers of the same grade level to share and exchange ideas.	1	0.6
Jacqueline Guest was about selling her books; no interest for new readers or ESL kids Impact of New Tech, on teachers work life, excellent speaker	1	0.6
Good day...should be in Sept.	1	0.6
Very	1	0.6
my sessions were excellent. the best I've been to in my 8 years with this board.	1	0.6
Perhaps if we are forced to front load our PD again we could separate the travelling days so that we are not going back to back. After 2 days I was burnt out and not ready to put in a third day of heavy planning at the school.	1	0.6
There was a substitute presenter for my afternoon session. The presenter was ill-prepared and most of the audience had more knowledge of the subject than the presenter.	1	0.6
If we have to go and do this then my time would be better used if I could get into the sessions I see most beneficial. With the log-in procedures not working I ended up in sessions I would never really go to because I had to sign up for something. If we can fit 1100 people into an all day session we should be able to accommodate what people want for sessions and not limit who can get in. Again, why go to stuff just because you have to be there doing something. It defeats the concept of focused PD.	1	0.6
Too bad people weren't aware o the lunch at the mirror lake facility -caterer put on a wonderful lunch for a reasonable price!	1	0.6
More hands on exercises would have made the session more meaningful	1	0.6
The different locations made carpooling difficult	1	0.6
I was really hoping for specific strategies that I could put to use (play strategies. He won't over them, but far too quickly to take notes or remember to actually put to use. A handout of specific details would have been most useful.	1	0.6
Registered for a session which ended at 10:00 and nothing to due after with me. Then registered for a session which I wasn't timetabled to teach this year.	1	0.6
The morning session on the Inquiry Process was excellent; the afternoon one on the SmartBoard was a waste of time.	1	0.6
This kind of PD is very useful AFTER the school year has started--better placed in October!	1	0.6
Again I felt isolated from my staff because sessions were held in a number of locations. Sessions would have been equally or more beneficial if held in October.	1	0.6
No actual tactics were taught during the entire day session. It just reinforced that play is an important tool for learning.	1	0.6
Excellent day!	1	0.6
The Behavior Management course that I attended in the afternoon was absolutely fabulous.	1	0.6
play based strategies was very textbook in message and delivery	1	0.6
Great instructor	1	0.6
I did not appreciate receiving the incorrect information on the first day as when I arrived the session was not held there. I had to waste another 15 minutes driving to the other side of town. Are you going to pay my gas next time?	1	0.6
The information was quite good but the delivery was fairly boring.	1	0.6
speaker was very boring	1	0.6
A very good job here. We need practical information.	1	0.6
Total:	172	100.0

1. My school/site-based learning was worthwhile and meaningful.
457 Responses

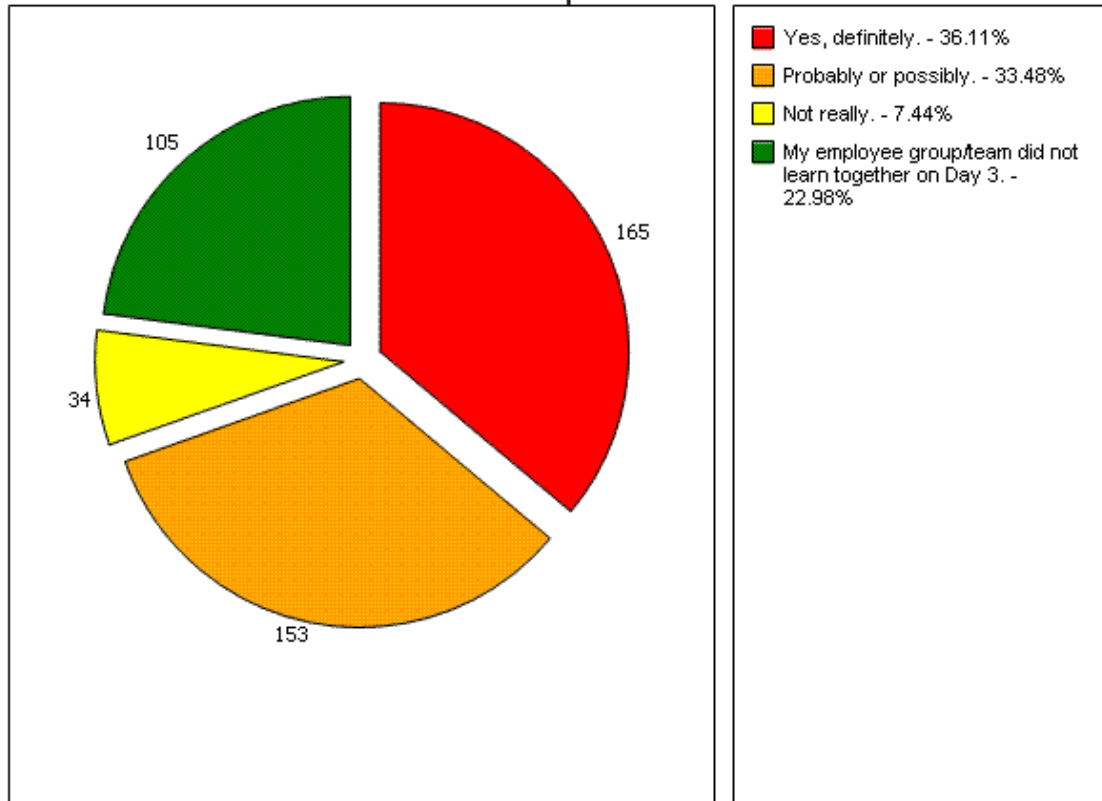


2. My learning from Day 3 (site/school-based) will make a difference in my role during this school year.
457 Responses



3. Student learning will improve in my school this year because of our work together on Day 3.

457 Responses



4. Comments (optional):

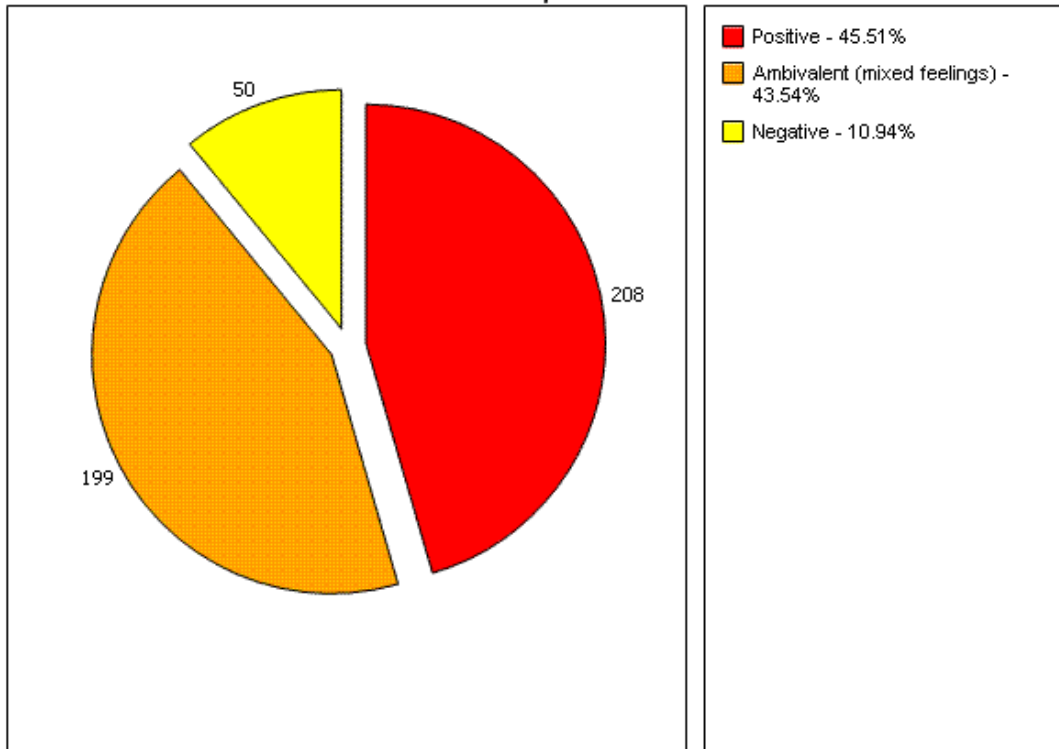
92 Responses

<u>Option</u>	<u>Count</u>	<u>Percent</u>
More valuable work could have been done on an individual basis in our own classrooms.	1	1.1
PD is absolutely crucial but should have been embedded in the school year, rather than in August.	1	1.1
I did slip over to Kevin Burn's speech at the Mirror Lake Centre and found him to be an exceptional inspirational speaker and would recommend a speaker such as this for Day 1 of next year's learning institute. It may help those that come feeling negative towards the event to change their attitude and open their minds to the opportunities and possibilities presented by the learning institute.	1	1.1
Collaboration time and working with my staff was a good way to start the year and get me excited!!!	1	1.1
Day 3 was a day similar to my usual first official day back. I appreciate the information I receive on these days and the opportunity to meet with my colleagues.	1	1.1
The scheduled speaker had to cancel	1	1.1
We had a wonderful day!	1	1.1
The day ended up being an opportunity to prep for the upcoming semester, because the guest speaker didn't show. Prepping for the students was very valuable.	1	1.1
I'm not sure my principal had a plan aligned with the Learning Institute goals.	1	1.1
half day workshops would be better	1	1.1
OUR learning this day was fantastic. It was something new to me and probably not something I will use directly this year because of the position I am in but certainly something I want to keep up to date on and continue to learn more of in the case of a change of position. Our speaker I thought was outstanding.	1	1.1
Great opening exercise based upon team-work and setting the stage for implementation of school 3 yr. plan	1	1.1
I had previously completed the Assessment for Learning #2 and so this was a repeat of the same material.	1	1.1
Everyone was mentally drained at this point. I don't think staff had much energy to go on by the time we discussed school-specific topics. Interest and energy was minimal.....	1	1.1

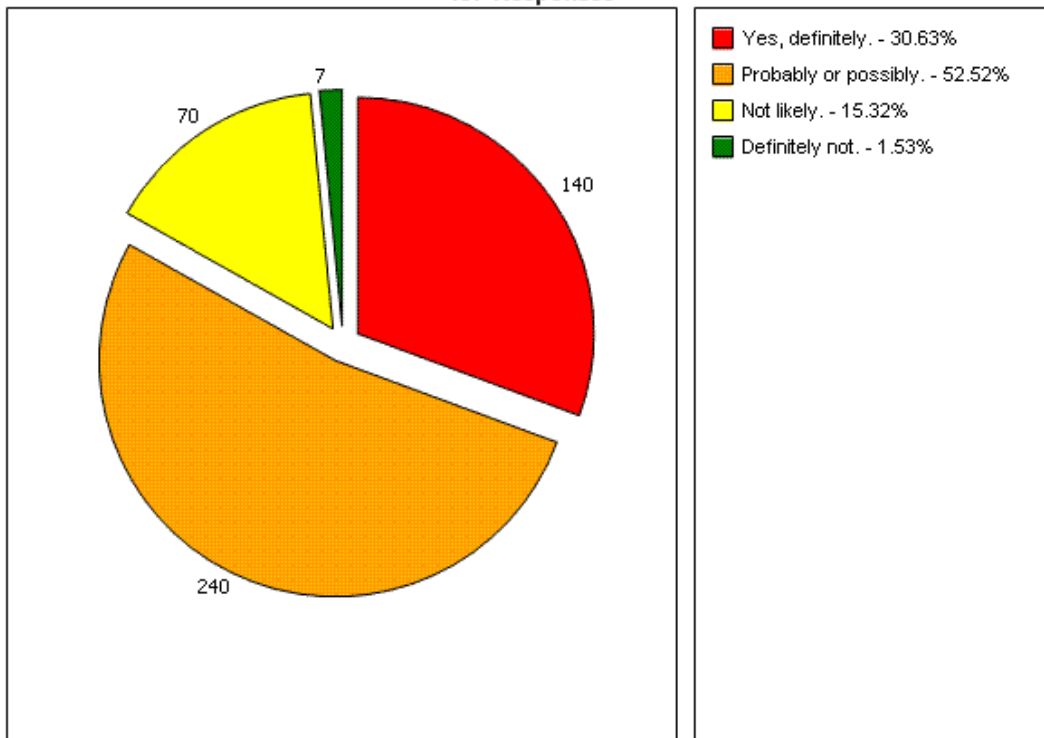
Valuable, but it could have been done later in September/October, and still been of value, allowing me time to process Day 2, as well as prepare for the school year.	1	1.1
Transportation/Maintenance/IT day was great!	1	1.1
The speakers at the safety session were very good and thought provoking. They may not have a direct impact on the students, but they certainly will with those employees who attended.	1	1.1
This day had some value, but could have been used more efficiently if it were a 1/2 day staff meeting in the morning and prep in the afternoon, followed by a school-based PD in early October/late September.	1	1.1
Absolutely necessary to give staffs time to meet their specific needs. Most critical day of the three.	1	1.1
This would have been covered by our staff regardless.	1	1.1
The morning and afternoon keynote speakers at Mirror Lake Centre were great. The D.U.M.B. car was a good idea as well.	1	1.1
Our administration handled this "in-school" day very well.	1	1.1
I really need more prep time to get my classes together. More time to network with the teams of teachers that I will be planning is needed. It is Day 4 (Friday) and I am not prepared for my new year at all...	1	1.1
It is good to get together as a division and as a school too	1	1.1
Appreciated time to work on PGPs.	1	1.1
I am the secretary and was allowed to do office work that day...was very much needed!!!	1	1.1
It was VERY meaningful to participate in PD that met our school needs.	1	1.1
It was quite tiring to be in 3 in-depth days of learning while we are preparing for our classrooms. I prefer to have them spread out during the year.	1	1.1
I believe it's more beneficial to have this site-based day rather than the first day in Viking... gives us time to connect and deal with the issues that we know are ahead of us in our particular school.	1	1.1
I think we should just put money towards the individuals choosing their own professional development.	1	1.1
The teaching staff and admin met, but not the support staff.	1	1.1
Always great to collaborate as a team	1	1.1
The transportation session was a day I will not soon forget. Thank you very much!!	1	1.1
Awesome opportunity to really get into our priorities for the school year	1	1.1
Support staff were not involved on this day	1	1.1
Our session was helpful, although I believe the speaker could have completed it more efficiently, with less confusion.	1	1.1
Not applicable.	1	1.1
This was a great day I learned so much with our presentation.	1	1.1
I was not part of Day 3.	1	1.1
We worked very hard all day. Our school will benefit from this time.	1	1.1
It was a nice day to work on our own school-based priorities.	1	1.1
Day 3 was the best day of all. The speaker the school had chosen was fantastic!	1	1.1
I would have preferred having the time to plan and to get my classroom ready.	1	1.1
The Pd was a good opportunity but three days is too many at this time of year when we really want to be in our schools.	1	1.1
Good variety of sessions. Great way for new staff to interact and start their year.	1	1.1
By the 3rd day, it became more difficult to sit & listen, partly because we all had classroom planning to do & many of us use more than just the 1 day we're required to be there.	1	1.1
Day 3 was more worthwhile as it was school related - immediately impacts what happens with our students.	1	1.1
If I was exhausted on Wednesday, then on Thursday I was even more exhausted. My poor little brain was totally full.	1	1.1
My day 3 was almost a repeat of day 2 to some extent. Administration are expecting major changes but didn't inform us until the last minute--new unit plans.	1	1.1
I was not able to participate in any staff discussions on day 3.	1	1.1
I believe that when the teaching staff got together on the 3rd day to discuss everything from the previous days, it would have been beneficial to be in attendance. As a support staff I feel completely left out of the loop, when all day on Tuesday we were told that all stake holders were important and our input was valued. Didn't feel like it when discussions were held on Thursday, and we weren't there.	1	1.1
I presented at 3 schools and I challenged staff to consider their own character in relation to students,	1	1.1

especially related to comments about students jin staff rooms. It was edgy but I jfelt good about it!		
Too much talk, not enough action, or time for action. It's great to learn all these new things but when do we have time to really do them.	1	1.1
I did not need to attend.	1	1.1
This could have been a great afternoon session to a half day session like on day one.	1	1.1
worked well	1	1.1
As a EA I think we should have been involved. It would have made us a little more pepared and more aware of what things were going to happen on the first day.	1	1.1
smaller meeting groups was time well spent.	1	1.1
This was a waste of time.	1	1.1
This was the best of the three days!	1	1.1
It's always good to reconnect with staff before the year begins.	1	1.1
Very good PD opportunity.	1	1.1
I wasn't able to attend anything as we had school registration - bad timing for this!!	1	1.1
Educational Assistants were not required to be here.	1	1.1
Apparently our speaker cancelled.	1	1.1
The teachers met as a group to further their learning, however, the remainder of the staff did not meet.	1	1.1
Key note speaker Kevin Burns was excellent. It's to bad more BRSD employees did not have a chance to hear him speak. Very positive. I really liked his presentation and how he came across.	1	1.1
Like mentioned above, I am okay with starting the year earlier - but not if it is going to be a waste of time and money. Day Three was truly the only day that was of great benefit because we were given time to do what needed to be done - PLANNING for this school year. Seriously...if you want Battle Rlver to improve - it needs to be at all levels.	1	1.1
Awesome day! Awesome material! Awesome presenter!	1	1.1
There wasn't really anything planned for the afternoon - and what I wanted to learn (Smartboard) no one knew anything about. It would have been more helpful to plan/connect with the other teachers who teach the same grade. It would have been a great opportunity to brainstorm.	1	1.1
This day was mostly organizational tasks with a Health and Occupation presentation which was very interesting.	1	1.1
I enjoy the time to collaborate with my colleagues at the school. This is the time to do PD such as this and has been traditional in the past.	1	1.1
I only attended for done hour on the third day.	1	1.1
We had a valuable day and it is now in my ball park to make it work	1	1.1
My employee group did not attend	1	1.1
attended the talk given by Kevin Burns. EXCELLENT! He would be great for day 1 next time	1	1.1
EA's should be included in this day!	1	1.1
We did 6 Traits and it was super	1	1.1
Thank you for planning such an informative and enjoyable day.	1	1.1
This was a good PD, but very exhausting after the other 2 PD days.	1	1.1
This was appropriate and useful because it was chosen to address the needs of the staff.	1	1.1
building was very cold	1	1.1
This I truly appreciated because it was geared more toward our school goals and needs.	1	1.1
# 3 all depends on what staff will do with information we provided to them.	1	1.1
this was a great day	1	1.1
2 half days is better than 1. After 2 other learning days, teachers are ready to get to work in their rooms, not be in more meetings and discussions.	1	1.1
communication - always loud + clear	1	1.1
Knowing the direction and content of days one and two way ahead of time would have helped our school based planning team to be able to be more purposeful and directed for the 3rd day. We felt like we were scrambling to pull something meaningful together for our staff.	1	1.1
I attended my mother-in-law's funeral.	1	1.1
I was a guest speaker at Jack Stuart School for part of this day, but did not attend another PD session.	1	1.1
guest speaker excellent	1	1.1
This day was a big secret. The suggestions that were made prior to this day were not considered.	1	1.1

1. After Thursday (Day 3), my attitude towards this year's Learning Institute is:
457 Responses

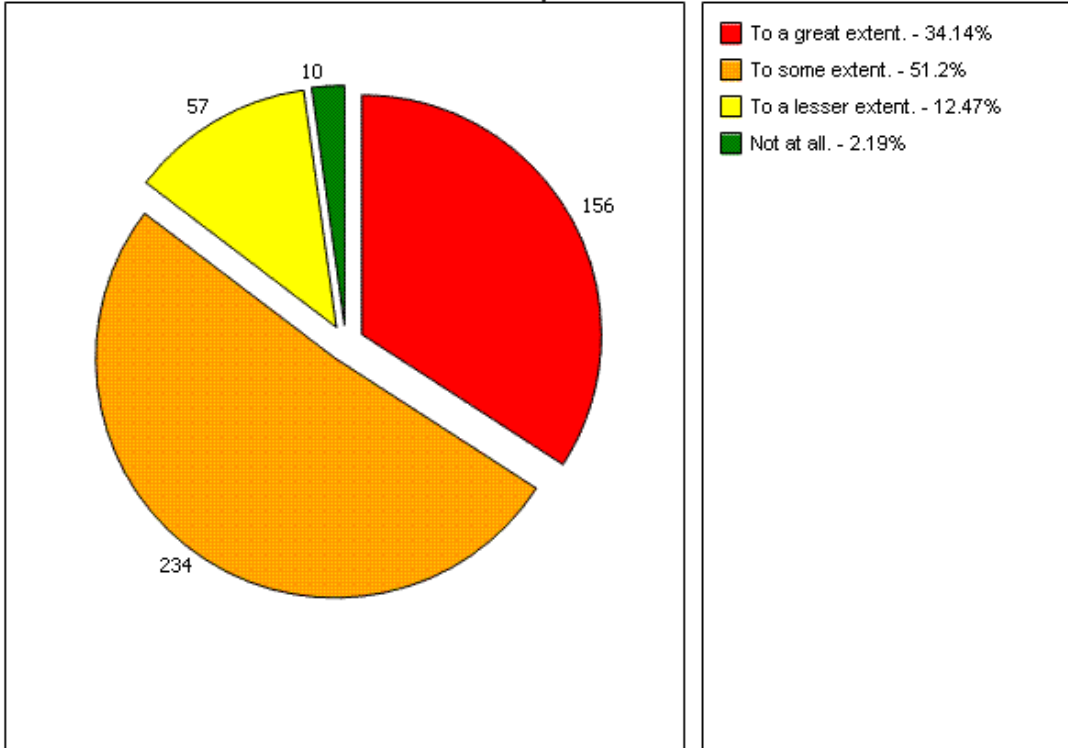


2. The time spent at the Learning Institute will make a difference in my role this year.
457 Responses



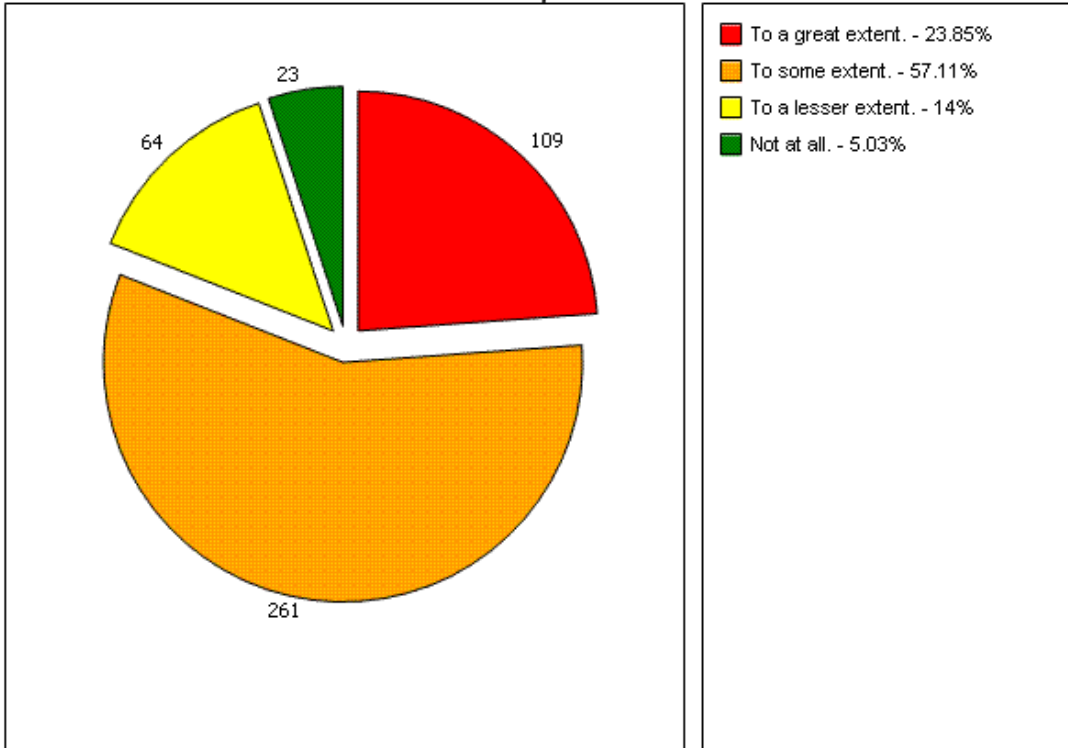
3. I can make connections between my learning over these three days and my role in the school division.

457 Responses



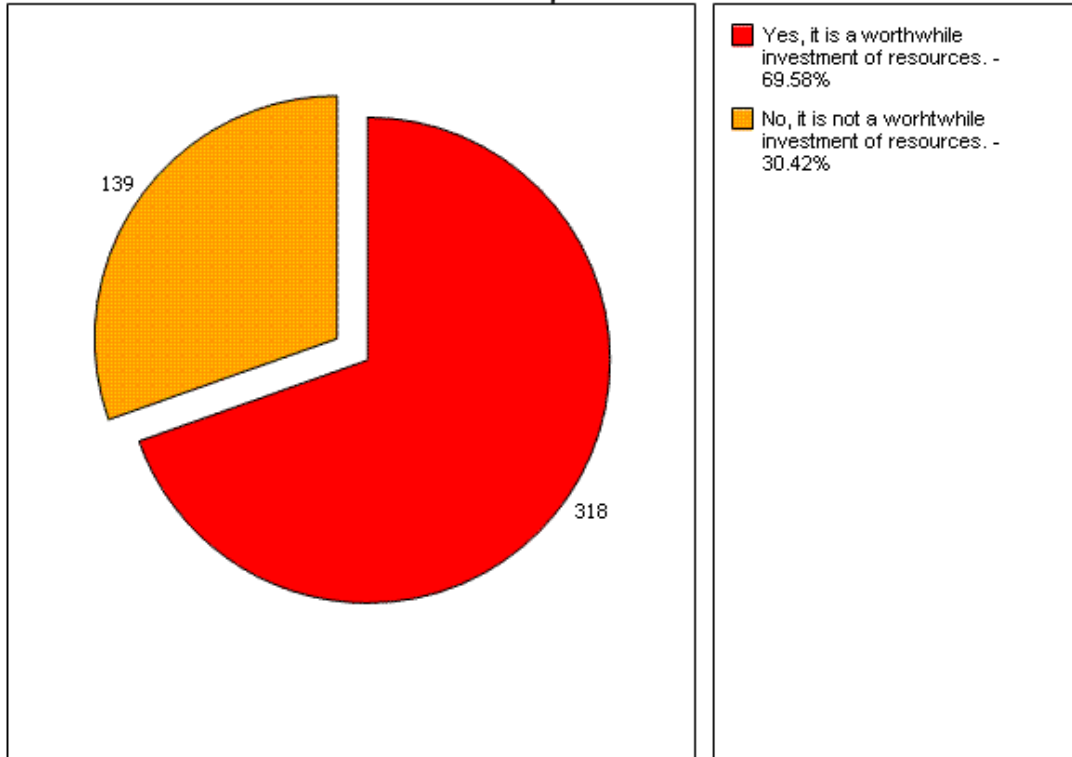
4. I believe the Learning Institute will help improve student learning in the Battle River School Division this year.

457 Responses



5. In your opinion, is it a good investment of resources to bring staff together for professional learning such as at this Learning Institute?

457 Responses



6. Comments (optional)

170 Responses

<u>Option</u>	<u>Count</u>	<u>Percent</u>
Day 1 was a waste of time, day 2 & 3 were great!	1	0.6
it is worthwhile, but the timing is not good. It should be done in the fall.	1	0.6
Great SURVEY format!!!!	1	0.6
PD is absolutely crucial but should have been embedded in the school year, rather than in August.	1	0.6
There are other ways to do this. In theory, bringing everyone together is an excellent concept. However, the keynote needs to be someone that all stakeholders can appreciate and relate to such as a comedian. People come to these sessions wanting to be entertained and energized.	1	0.6
If sessions meet the needs of all staff divisions	1	0.6
Two days would be a deliver the necessary team building required Day 1 - Regional Day 2 - School based The Day 3 in October for the Curriculum PD I felt overwhelmed with all the info. I am not a refreshed to start my school year.	1	0.6
In my opinion the first day of bringing us all together was a great way to start the school year - reminding us all that we play a role in the development and education of every child in BRSD whether we are a janitor, a bus driver, move the lawn, look after the business end of things, or teach. The end result of everything that each of us does every day should be the successful education of each student.	1	0.6
Lets not do this again.	1	0.6
I think it is worthwhile for all to come together, but was anxious about needing to be in my classroom.	1	0.6
Everybody I talked to was not happy and were starting the school year with a negative feeling, not what the intent was.	1	0.6
These days of the year are best used for professional staff to individually prepare for their teaching assignments.	1	0.6
I think it was a great idea but keep it light on the division get together (with everyone). We need to enjoy the time we spend together because there can be many stresses throughout the year. If we start positive, concerns may be resolved throughout the year in the same positive fashion.	1	0.6
Something like this should not be done during July to August. And, especially before the long weekend.	1	0.6

Any teacher I know hated coming to this at this time of year. Maybe it might be better received if done during the school year Sept to June		
I don't know what the investment was but I believe over time the value for our students will increase even more than the investment made!	1	0.6
I am not sure. There are so many negative people that complained so much about having to go to Tofield but I enjoyed my day. It was nice to be able to sit down with IT, plumbing, Central Office people if for nothing else than to match a name or voice to a face.	1	0.6
I appreciate the efforts of BRSD to plan this very well organized and worthwhile day. While I will enjoy the two long week-ends during the school year this will provide us , I am concerned about the starting date. Having this on August 26th shortened the summer because I would have been working at the school during that time, but instead needed to come earlier and will likely end up spending the week-end at school. It's very important to me that I am well-prepared for the first day of school. Thank you.	1	0.6
Again, I like the "team, everyone is important concept" but bringing most of the staff back early from summer is a very negative way to start the year. Discussing this with various other people and parents they also felt it was a bad way to start what should be a positive experience renewing our relationships with students/staff.	1	0.6
the learning institutes were good but to long a time frame at this time of year	1	0.6
Days 2 and 3 were more useful and meaningful than day 1.	1	0.6
Go for it!!	1	0.6
A suggestion that having this 3-day institute after Labor Day would be better timing as it would allow us to prepare for the start of the school year and then be focused on our own learning.	1	0.6
Did not like giving up days at the end of August.	1	0.6
Spend the time/money in days like day two, but throughout the year when a professional could use time away, after they know their students and the issues they will face. Targeted, specific PD is what I want, and I want it after I know who my students are and what my schedule is.	1	0.6
The learning institute itself is a great idea and I really enjoyed my day 2 PD sessions. However the placement of the Learning Institute right before the start of the school year has had a very negative effect on my ability to ready and prepare for the school year.	1	0.6
I, for the most part enjoyed my 3 days. However I do feel very tired as I always do after extensive PD. Not to say that I'm not motivated by the learning I did, but sitting for 3 solid days taking in information is exhausting.	1	0.6
Great idea, but I feel a lot of staff felt stressed due to the work they needed to do to get ready for first day of classes.	1	0.6
It was good, but too much. I think 2 days may be a better way of achieving the same goals. For example: Morning 1 could be everyone and the afternoon spent with your school planning. Day 2 could remain sessions. I realize that facilities may be limited, but it's an idea.	1	0.6
I think we should arrange something like this next year. I like it far more than a PD in October.	1	0.6
I think it is important to bring staff together but it should be relevant to those attending.	1	0.6
It's about getting the none teaching staff to buy into it.	1	0.6
Improvement will happen according to the personal commitment of those involved, more so than according to the sessions of the Division's institutes.	1	0.6
It is definitely a worthwhile investment of resources, however, different timing might be considered.	1	0.6
I think size - large number of attendees - of the venues needs to change.	1	0.6
It is worthwhile as professional learning and team building, just don't put 3 days at once (spread them out so there is less disruption and better opportunity to process information). The timing was very disruptive and got in the way of the experience.	1	0.6
This series of days would have been better placed within the school year. I feel that teachers value these last days before classes begin as preparation periods. Having to attend PD instead, means that teachers will be coming back to work midway through August. Not a good thing.	1	0.6
As I mentioned, much work is still required and some people still feel lost as to how it applies to them, but it will come together eventually.	1	0.6
Three full days of PD followed by a half day staff meeting was TOO MUCH time "talking". We need to have enough prep time to apply what we've learned to our approach to the coming year, and three hours on Friday afternoon is NOT sufficient. I liked Day 1 and enjoyed working with all Division staff. Day 3 wasn't much use. I think many teachers are feeling rushed and frazzled, more so than usual, before the year even begins, because we haven't had the time in our classroom or to work with colleagues on projects, etc.	1	0.6
Good first effort Perhaps start on Mon with school based and finish on Thursday, providing for a nice long	1	0.6

weekend. Get more input into DAY 1 for next year.		
I do not believe front loading ProD had any advantages whatsoever. If that is the direction of BRSD then add convention and increase the Institute to 5 days.	1	0.6
I think that site-based learning is valuable, but we are at different places on the continuum.	1	0.6
The concept is a good idea, but the Day 1 content was not a worthwhile investment. This survey should have been spellchecked and grammar check while watching statement or question structure.	1	0.6
Important to denote that "Like-Staff" is what makes it worth while. The sharing and learning and applicable information sharing makes the last two days imperative! The first - well...needs to be relooked and revamped. Engaging activities with encouraging and entertaining speakers could complement some team building fun and rejuvenation to start a new year. Let's get to know the bus drivers and the division staff on a more personal level. Perhaps to begin the year we need to not take each other so seriously, but rather laugh a lot, learn a little and build that sense of BRSD community.	1	0.6
.....might be better a few weeks later.	1	0.6
Having all staff members together was a neat idea but the non teaching staff did not seem to get anything out of it. In fact, I heard many negative comments about how it was a waste of time. I think that being together is super but maybe for a meal and conversations; to bond and feel like we are in this together, but not to make non-teaching staff sit through something that they do not enjoy or get anything out of.	1	0.6
The first day speaker was just okay. I would have liked a more inspirational speaker. The idea of every one together is great.	1	0.6
I agree with the concept of a full region PD experience, however, I personally found that 3 consecutive days was too much, especially at this time of the year. I found myself tuning out by the middle of the second day, and in the back of my mind was the need to get to school and catch up on the myriad of things that need to be done to get ready for classes. I don't care how experienced one is, it is impossible to get ready for the year with just a couple of days lead time before the children arrive, and, although I am usually in the school throughout the summer and for sure for the last two weeks of August, I resent having that time taken from me for this institute. I would be quite happy if it were to be spread out over 3 days throughout the year, but not added to the load of work we do before school.	1	0.6
Overall, it was all very worthwhile. I am just feeling short of time to get prepared for my upcoming classes and very tired from all the PD (information overload) Could we do two days of PD and have the October PD day back? Lunch on Day 1 was fantastic. I enjoyed the speakers on Day 1. I enjoyed meeting other employees of the division on Day 1. We need to find a way to keep the "team spirit" feeling of the day going all year...	1	0.6
Day 1 was a waste...days 2 and 3 were good. Run this institute after the Labor Day weekend and forego days in lieu later on.	1	0.6
I felt day 2 and day 3 were more worthwhile. Perhaps if the days had been reversed (school first and Regional on the third day)	1	0.6
Combine Day 1 and Day 2 to afternoon and morning	1	0.6
It is a good idea, but it was too much and some people should be excluded.	1	0.6
I think that the last 2 days felt far more effective than the first. Also, if possible, you should continue rotating the first day throughout the region (if it is necessary to keep the first day as it is).	1	0.6
I think the money used, especially for day one, could have been much more effectively allocated to the schools and into the classrooms.	1	0.6
One day of 'learning' at this busy time would be more valuable than 3!	1	0.6
It feels quite rushed to be ready for the students on Tues. with only 2 days this week to be in our school.	1	0.6
It would be better if it was spread out.	1	0.6
re: investment of resources...the first day was a nice thought but I feel was not worth the cost.. I prefer more hands on workshops vs. positive talk from key note	1	0.6
IT IS ALL ABOUT USING OUR MONEY EFFECTIVELY... sorry!!	1	0.6
It is worthwhile, if the Learning Institute pertains to all staff. This one didn't.	1	0.6
I think having the sessions in different locations was very good. It adds variety. However, I think not being able to change sessions at the last moment is not helpful. I understand that BRSD needs to keep track of attendance, but maybe find a way to do that and still give flexibility.	1	0.6
Everyone is on the same page	1	0.6
Thanks for the great opportunity - really shows the value of professional development in our region -liked the flexibility to work at the school level on the 3rd day	1	0.6
As support staff i did not take much home with me from day 1, but day 2 i enjoyed, it was the first time going that i can honestly say i took something from both of my sessions, day 3 we were not included at our	1	0.6

school.		
I believe a tremendous amount of money must have been spent on Day 1 and Day 2. I certainly enjoy PD. I personally appreciated the good food, atmosphere and the keynote on Day 1. However, I believe involvement of all staff members should be at all staff meetings regardless. We are a team. In addition, I very much appreciated our PD on Day 3 at our school. It will be most useful to me this year. Thank you.	1	0.6
I have mixed feelings about the investment of resources. I think a lot of money was utilized for the 1st day although it felt as though we did not learn a whole lot (although gathering as an entire division was nice).	1	0.6
See note on Question one. To have the time to meet is a good idea. What we do in that time, and how we do it is a question to be answered.	1	0.6
Thank you for all your hard work in creating these days!	1	0.6
Three days is too much at the beginning of the start of the year.	1	0.6
Not sure it is the best time though - my thoughts were on what I still had to do at the classroom and school level. I believe after talking with several others that they felt the same way. We want this time to work at the school - 3 days of sitting was too much.	1	0.6
I was not very engaged in the first day. I didn't find that the message from Dr. Glaze was relevant to me. I know that BRSD is a great school division...What can we do to make it better? What is current research saying? What are some strategies or initiatives that will make our region even better? That is what I would have rather heard. Realizing that it is hard to know what the keynote speaker will be like; I didn't find value in the message. I do think there is value in having the learning institute. I also think there is value in having the staff of schools to get together and have time to share and plan.	1	0.6
I would have preferred to have the days spread out more. There was too much coming at you at once and many teachers were too anxious about getting organized to start the year and were not as focused on the sessions as they might at other times in the year.	1	0.6
Im not sure if its worth the resources given that most people had negative feelings towards the institute ensuring that regardless of the quality that it would be ineffectual.	1	0.6
I like this three-day format, and hopefully it will continue.	1	0.6
A better use of the divisions resources would be to send teachers to specialists councils on a regular basis ,fully paid. This they will actually use in the class. A way to improve this is to make it during the school year like the week of Remembrance Day like other school divisions and not the last week of holidays as this tends to make people feel very bitter and unappreciated / undervalued.	1	0.6
But two days would be enough. I do not consider Jan 30 as a fair day-in-lieu, though.	1	0.6
Overall it was a success. I could do without day one. Day 2 was very good and the PD learning I did on Day 3 was exceptional.	1	0.6
It was not a worthwhile investment of resources to bring all employees together. Everyone, including custodians and secretaries, are now feeling the pressure to be ready for the new school year. The days at the end of August are needed for preparation for the students' return to school.	1	0.6
Yes, but.... three days is too many as many people feel pressure to get back to their schools. PD would probably be more appreciated at a later date.	1	0.6
Please consider a one day get together previous to school commencement followed by a fall PD day-which can still be a follow up to first activity. Staffs are so busy preparing for upcoming year that the three days may be a bit of an overload.	1	0.6
Keynote was the only disappointment.	1	0.6
It is a good idea to have all staff together for a day, but I think the topic needs to be more relevant to all the staff	1	0.6
I think it would be a better use of resources if the School Division set up PD opportunities so that teachers from each division could get together to discuss what is working and what isn't, in different subject areas, share ideas, plan, etc. Also, I feel that the timing wasn't right with this learning institute. I heard many comments made indicating that had the learning institute taken place later on, say around the end of September, it would have been more worthwhile. People were simply not in the right mind set to take in two entire days (days 1 & 2) of being "talked at".	1	0.6
Thanks for the cups, they were nice. I was more motivated and excited about the school year by a 15 minute presentation by the principal on Friday than by the entire day on Tuesday.	1	0.6
I would just suggest that rather than providing days in lieu later, that these institute days happen on what would have been the 2-3 days prep time, having students start 3 days later in Sept	1	0.6
I have been involved in sessions like these before school starts and even though it cuts into the holidays I think it does get everyone moving in the same direction. Unfortunately what I chose to do for my sessions is what our school is going to be doing all year...I fear burnout may happen rather than improved teaching.	1	0.6

Tough question. I have mixed feelings. Day two was awesome but I really didn't get enough out of Day 1 to justify the lost day. I was excluded from staff discussions on Day 3.	1	0.6
Great idea! I feel very involved and included!	1	0.6
Here's an idea: What about a half day with everyone (I loved that we brought all BRSD staff together) followed by break out sessions for 1/2 day and then school based learning the next day so that the Institute is shortened to 2 days? sadly, the FSLW's did not enjoy their expensive Pay Therapy session. They loved being with everyone on the 1st day though.	1	0.6
I like the concept of a PD day prior to the school year so that the knowledge can be used from Day 1 onwards, but I did not find that the info that I was offered would really benefit me in a meaningful way	1	0.6
Please be aware of teacher's time in regards to getting ready for school. Most teachers spend that week in school preparing - the learning institute means teachers must be back a week earlier.	1	0.6
I really appreciate all of the efforts and hard work it took to organize this week, what teamwork!	1	0.6
Even though the day's were great, I feel that somewhere some poor student may suffer because they are no fund available.	1	0.6
Day 2 of the institute was great because we could choose what was of importance in our own area. The rest of it - not so much.	1	0.6
PD day on wed. was a good investment. Tues. was probably a lot of money spent that could be better used elsewhere.	1	0.6
Day 1 was worthwhile to bring everyone together. Having 3 days of PD at a busy time of preparation for the start of a new year proved a bit demanding. Resources ordered in June could not be delivered until the Friday as staff was not in the schools. Planning and preparation needed to be done several days earlier to get the school ready. Other models (eg. Parkland) the teachers are at school 5 days before students. One day is a Division wide meeting day. There are 2 planned PD days where teachers have the option to go to PD in-servicing or work in their classroom. That still leaves 2 days in the classroom for preparation and staff meetings, etc.	1	0.6
I admire all the work that went into running such a well-organized event. I was disappointed at the quality of the day on Tuesday, as I wanted it to be successful (for your sakes).	1	0.6
I loved the whole idea but feel 2 days First day would incorporate this years day one and three and the Second day like day 2 of this year. That would give us more time to prepare our classrooms and unit plans.	1	0.6
It would be worthwhile if actual learning went on. That means actual teaching on our attitude, actual teaching on how to be a good role model, ways and means to see how I'm doing in those areas. As always, sessions on behavior (I hear there was a good one), sessions on math, (and yes, there was a good one on that) and sessions on graphing calculators etc.	1	0.6
I tried to go into the institute with an open mind, but I was very frustrated with the results for the time invested. I would much sooner have been in my classroom during the three days. If the goal of day one was to be motivational, it failed. Day 2 was informational, but the timing was wrong. Day 3 was a repeat of many of the things we had been doing at our school for the past two years. Enough already! If we are to have an institute again, I would suggest that it be moved to January. Motivation and inspiration are sometimes needed in the middle of the year, parents could arrange January holidays around this time as opposed to removing students from classes, and our school based PD teams could plan a productive session.	1	0.6
RE #5 - I do think that it was valuable, but I think there are ways to improve it. Day 1 was by far the least impactful of the 3 days. While the food was excellent and the keynote was wonderful, I think my overall impression of the Learning Institute would have been more positive if it only encompassed days 2 and 3. Day 1 felt more like a new-teacher's orientation to me. Day 3's on-site P.D. was the most powerful and will affect my teaching the most this year.	1	0.6
Yes, but at a later date in the year!	1	0.6
Keynote did not resonate with the rest of the institute	1	0.6
The sessions on Day 2 are valuable and a good investment for professional development. You can actually apply the learning tools into your every day work. The day at Viking was not of any value to me as the guest speaker was not motivating or applicable to my position. I would recommend that the sessions continue but use the resources for something more worthwhile than having all the BRSD employees all together and not really accomplishing anything.	1	0.6
Only worthwhile if we actually had some REAL, VALID Input into things for the year... otherwise we would have been better spending the money on ... hiring more staff!	1	0.6
perhaps have decide ahead of time if they are using the bus provided so not so many drivers had to be paid for the trip that wasn't used	1	0.6

Before school begins(in August) I think it is most important to have everything in place to begin the year well. I think once we are up and running then we should get together to communicate, share ideas and reconnect with everyone.	1	0.6
With the exception of 'Day 3',which was informative and well presented.	1	0.6
Day 1 in our group there were many realizations taking place and effective solutions were spilling from everyone.	1	0.6
I felt that due to front end P.D. School starting was rushed, The school secretarial staff was over worked with not enough time to get things ready.	1	0.6
I think it's good but I think some of it might be better during the year rather than all in one week. The school based I'd start with the rest later through out the year	1	0.6
The day of everyone coming together could be only a half day that way people can get the info and feel refreshed and energized for the upcoming year.	1	0.6
Maybe if it wasn't done in August - bad timing!!!!	1	0.6
I believe that it is necessary to re-examine the priority of "every student will read at a grade three level by the end of grade three." This is impossible in some situations and I feel is politically incorrect to not include this group of students that I am referring to.	1	0.6
I found the entire 3 days to be useful in some extent or another. I did find that coming back to work put me behind. The thought was awesome, but...	1	0.6
I'm sure it was very costly, however, I commend the Leadership Team in their Leadership and Vision. I truly hope that the staff on the front lines will not let any children 'fall through the cracks because they only have that student for one year - Battle River may have that student for 13 years. The cost is irrelevant if the vision is carried out and it keeps even one child from crime, jail or suicide, much less the positive effects just one of these children could have on society. I'm not a person in the 'front lines' but I certainly will continue to do whatever I can to support those who are.	1	0.6
As an employee of BRSD, the Institute was a great learning experience and I really appreciated the fact that every employee was made to feel of equal importance.	1	0.6
After 3 days of the same kinds of activities, discussions, etc. I was quite finished. Add the stress of not having that week in the classroom to prepare. There were good points, but they did cost in other ways. Since the time is repaid with days off during the school year, could we not do this during the regular school year? I can't speak for other staff, but I attended 2 learning institutes during the summer, and this made a full 2 weeks of PD for me.	1	0.6
Time of year is not the best.	1	0.6
Overall the learning institute was good, I question the timing of the event. This was a very stressful time for all preparing for school to open. From custodians, maintenance and teachers all trying to accomplish last minute preparations for the opening of school. I believe some were not totally focused on the Learning Institute their minds where else where.	1	0.6
I want to reiterate my feelings...I am not against starting back early from summer - but if the division wants us to participate and actually get something out of the Learning Institute, you need to make it worthwhile, cohesive, and engaging.	1	0.6
In the future speakers should be chosen based on the crowd they are speaking to and show some actual skills that can be used in the classroom.	1	0.6
The 3rd day made it all worthwhile.	1	0.6
I wish the guest speaker would have been a little more inspiring and have had a stronger message. I think it really could have energized the battle river staff and left all feeling valued and important. There also could have been more opportunity for discussion - this was extremely valuable.	1	0.6
Yes, but not for 3 consecutive days in a row just before school starts. Too busy a time for elementary teachers especially.	1	0.6
I feel PD is very worthwhile but the timing of these sessions was not good. I am behind because I did not have the time to prepare as I usually do. The end of August is a very busy time for support staff!! I would love to see a 2 day PD possibly at the beginning of October. When in the sessions this year, it was hard not to think about the numerous tasks that were waiting for us at our school.	1	0.6
My fears about the expenses of the lunch banquet may be off the mark.	1	0.6
Day 2 was a worthwhile investment of resources.	1	0.6
I do not feel that the day in Viking was a worthwhile expenditure of resources. I know how wonderful our region is and I like to be reminded of that when I come to PD in Oct. That Oct. PD is very rejuvenating and it gets you excited again after having been in the classroom for 6 weeks and you have an idea of what your class is like and what specific needs you may have that year.	1	0.6

I found the timing frustrating..... the days before school are precious days to get set up, organized, re-connect, etc.... I missed that....I also found three days to be somewhat of an overload	1	0.6
I think it would be more worthwhile if all staff were allotted money to go to their area specific conferences.	1	0.6
Timing is questionable.	1	0.6
I have very mixed feelings about the learning institute. Again I understand the reasoning, but am less than enthused with the length of time involved, nor the driving, nor having to attend the last week of August, when everyone would really like to be prepping for actual classes in the school. I would find this learning much more convenient on PD days in the fall or spring and would be just as beneficial to my position.	1	0.6
I have mixed feelings about the days. It really felt like our summer was shortened - although we do get extra long weekends. Doing PD sessions and following up with school based PD time helped to set the tone for the year, but we likely would have done that anyway at our staff meetings.	1	0.6
It is good to bring every one under one roof Let there be a stronger point made about everyone's contribution to students And A more fired up key note speaker	1	0.6
Day 2 we should keep it was excellent.	1	0.6
It is nice to have met your students before doing any PD so you know where to focus your energy - ie September PD is more valuable as it can be more focused for individuals depending on the needs in their classroom.	1	0.6
Day one was overall a great day. Staff should be mixed (not separated by schools)as some tables were mainly teachers due to switching and the one or two others were sort of left out as they were the "unknowns"	1	0.6
Enjoyed the staff gathering. It sure made me aware of the amount of people in our community and how our jobs affect the students we serve.	1	0.6
These three days meant a shorter time away as I spent the whole week prior to this doing prep as well as part of the last week and weekend. If I hadn't have done that I would have been unprepared for my teaching assignment. While I think it was worthwhile, perhaps two days will suffice and we can have an extra day in our rooms for work.	1	0.6
I think one day would be beneficial but three days is not really necessary.	1	0.6
As a school staff, we have taken at least 4 major ideas from the day 2 sessions that we attended, and are using them to make some big changes for this year. We are excited, and looking forward to the positive impact they will have on our school and its culture. Thank you for giving us the opportunity to learn and discover these possibilities.	1	0.6
I wish the first day had been more time networking with colleagues on relevant topics.	1	0.6
This affected me very negatively. I spend many hours of my own time preparing for the school year - putting a learning institute into the beginning of the school year meant that my own preparation time was reduced significantly. As a result I feel less prepared than before. I prefer the previous format for pd which accommodated needs as addressed by the ATA pd committee, and the choices I make for my own personal growth which coincide as much as possible with the district priorities as identified. I would be interested to know the results of the survey.	1	0.6
Too big of a function leaves a lot of spaces/needs unfulfilled.	1	0.6
Yes, it is a worthwhile endeavor, but too long, and I'm not sure the timing was right. Perhaps later in the fall...thank you for the effort made.	1	0.6
I think that the intent was good, but I wonder if we are not "overdone" in the type of PD that we did, particularly on the second day in Camrose. Between PD days and teacher convention I feel that it gets redundant and we would be better served using the resources that we have within our region which is our people. I feel that my time would be better spent from a PD standpoint having a day to collaborate with other teachers within the region that teach a similar grade or division and see what they are doing in their classrooms. I would love to have someone come into my room and see what I do in a day with my kids and vice versa in order to have an honest conversation about what we are doing in relation to things like assessment for learning or math programs etc. That would be time well spent and more meaningful than listening to people present on topics every time. I know there are a lot of amazing things going on in our classrooms around the region that I could use in my classroom, unfortunately I don't know what they are but I would sure love to find out.	1	0.6
While I believe it's important to bring staff together for professional learning, I'm not sure that doing so on a grand scale is worthwhile. Many non-teaching staff (bus drivers, custodians, secretaries and librarians) have said that they could have better used the time to prepare for the school year.	1	0.6
I had difficulty with the Learning Institute mainly because of timing. I ended up going to school in mid-August to do prep work that would have been done in the week before school started. I felt I did not have enough time to collaborate with colleagues because we had so little time in school together. The start of	1	0.6

this year was much more stressful and I felt less prepared even though I was in school early and frequently because many things cannot be done until we have time to meet and organize as a staff. The idea of the Learning Institute was good, but the timing for me was very difficult. I wonder about the expense of the Learning Institute as well.		
Yes, it is a worthwhile investment of resources, however, the learning institute should be APPLICABLE to all staff--not just teaching staff.	1	0.6
Good...but not in August.	1	0.6
I believe that the last two days were excellent but it is hard to stay focused on the first day. There needed to be an activity in the morning where there was group discussion rather than speakers for the whole morning.	1	0.6
Embrace videoconferencing - lessen up on the sessions - let us network and plan	1	0.6
Timing of the PD did not lend itself to a smooth startup at the schools. We had several new staff members this year and the first chance we had to be together was in Viking where there was no opportunity to gather as one staff and make introductions, etcetera. I couldn't help being distracted by thoughts of all the things that needed to be done at the school in preparation for the students' first day back. I did find it valuable to see most of the BRSD staff gathered together in one venue. It helped to give me a better idea of the enormous BRSD "machine". In the end, however, I would prefer to a return to PD during the school year rather than on the front end of the school year.	1	0.6
If we did this every three years??	1	0.6
Mostly great. The time and the 3rd day direction could be reviewed.	1	0.6
Maybe breaking into different areas of employment could be more beneficial to address issues specific to your area -or resource seeking -those in similar situations or with experience may shed light in areas for those starting or who have specific problem areas	1	0.6
I liked it better last year when all the professional staff learning days were spread out throughout the year.	1	0.6
The basic idea behind it is worthwhile as long as money is not wasted on needless things. Ex. Having it in a Viking facility: Therefore having to hire a caterer for 1200 people. Looking into a more relevant keynote speaker who might be more suited to our school division.	1	0.6
Really needs to be tweaked and maybe only half day and not at that time	1	0.6
	1	0.6
It was more of a personal journey for me, it was hard to read my peers, perhaps in a selfish way I enjoyed the drama of the days, being an independent learner, larger groups do not particularly work for me.	1	0.6
I think the idea is good but much depends on the presenters and what sessions one chooses. Often one can't predict what one will be teaching in the fall as much can depend on timetables and assignments.	1	0.6
Ask us again in the Spring - after we have spent our "Days in Lieu".	1	0.6
I do believe that this format for PD is a poor use of time and money--do NOT want to see a repeat next year!	1	0.6
To add to #5 above, I think the formats were all fine but...perhaps not 3 days in a row. I felt that the quality of the 3 days was good. I was just burned out by the end of day 3 and still had incredible amounts of work to do in my classroom! So much for my long weekend!	1	0.6
Perhaps one day is enough though. I believe your staff does have a general desire to achieve the school goal of every student, every day, a success without being taught anything. We are teachers with that desire in the forefront of our hearts.	1	0.6
We really need to be in our schools. It's also hard for staff that are new to go on the Tuesday and know nobody that they are sitting with. Also, I'm not sure that some of the groups included found it to be a worthwhile day. Lastly, our support staff is quite unhappy that they were paid only 5.5 hours, yet had to leave at 8, and didn't get back to town until 4:30. Some hard feelings...	1	0.6
It is worthwhile but the format needs to change. The location was not the greatest and an emphasis on "welcome back" needs to have more of an impact.	1	0.6
Teachers have a need to feel on top of things before school begins. Having a 3-day in-service for many left us feeling tired, resentful, stressed and planning to spend the weekend on preparing for classes. Those who did not spend the weekend at school, had already spent some of the earlier part of August at school. Forcing employees to be at an in-service with questionable value is not a good way to start the year.	1	0.6
Total:	170	100.0